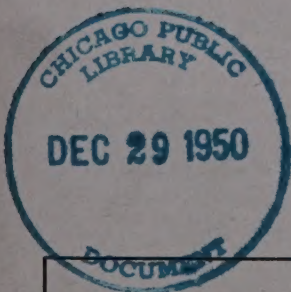


# The **LABOUR** **GAZETTE**

**Published Monthly by the Department of Labour, Ottawa**  
**VOL. L, No. 12** **DECEMBER, 1950**



CANADA

## IN THIS ISSUE

**Collective Bargaining Contracts in the  
Canadian Meat Packing Industry**

**Numbers of Workers Affected by Collective  
Agreements in Canada, 1949, by Industry**

**Senate Committee Reports on Human  
Rights and Freedoms**

**Supplementary Unemployment Insurance  
Benefit, 1950-51**

# THE LABOUR GAZETTE

*The Official Journal of the Department of Labour of Canada*

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# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

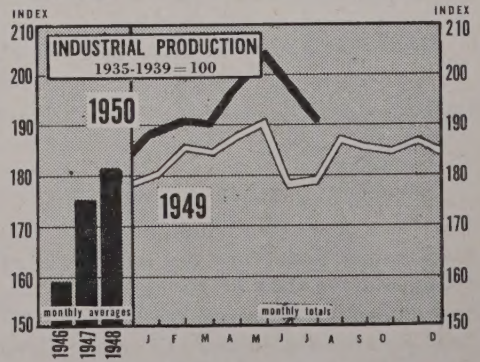
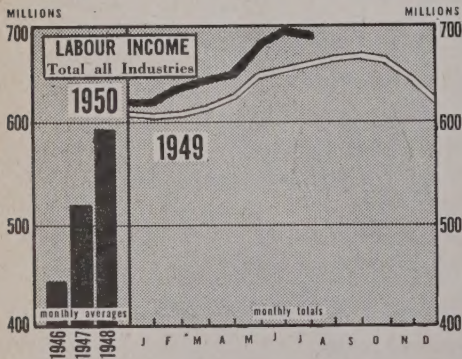
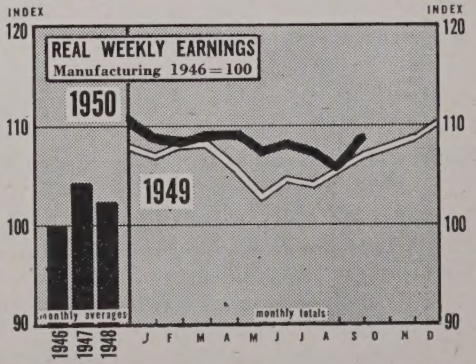
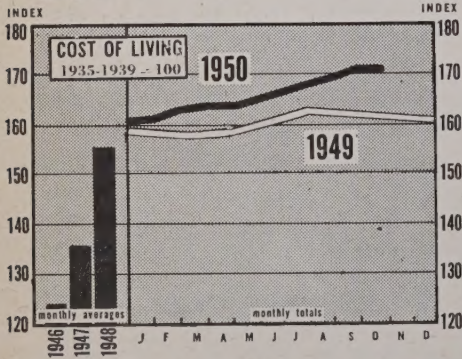
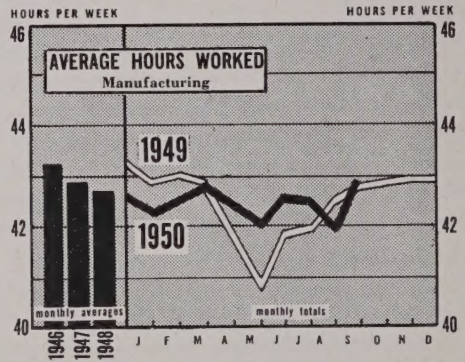
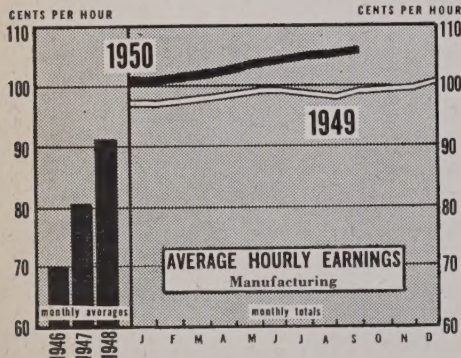
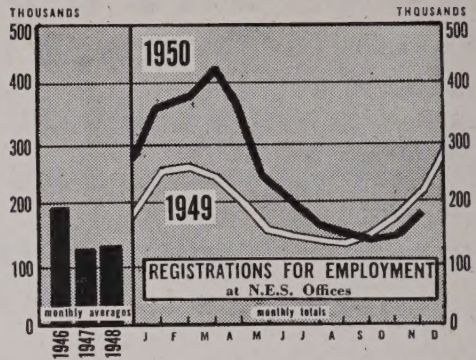
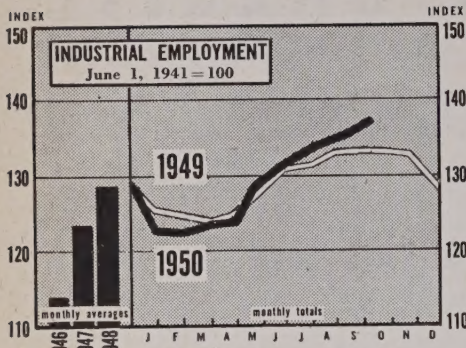
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## CURRENT LABOUR CONDITIONS

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*This article summarizes the latest employment and labour information available at December 11, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**D**URING November, developing defence preparations, the continuing strong demand for consumer durable goods, and a surge in capital expenditures, all increased the pressure on available labour and material supplies. Nevertheless the growing scarcities of skilled men and key materials had not yet reached the point where they were causing more than sporadic temporary layoffs. Although applications for jobs on file at National Employment Service offices increased to 186,300, 44,400 above the total a month previously, this was to a great extent a reflection of the usual decline in employment in seasonal industries.

To those who last month were released from agriculture and had not yet found jobs in logging or other industries have now been added the workers from construction projects on which outdoor work is being curtailed as cold weather begins. It is expected, however, that many more construction workers than usual will be retained on indoor work this season, as employers are anxious to keep their staffs of skilled men intact as long as possible.

There have also been a number of seasonal layoffs in manufacturing industries now beginning their slack periods. Among these are secondary textile factories, sawmills in eastern Canada, leather products firms and canneries.

Many of these seasonally displaced workers continued to move into the logging industry. The movement into the woods from farm districts particularly has to a great extent relieved the shortage of loggers which existed at the beginning of the cutting season. By the end of November, the rate of hiring in the eastern logging industry had begun to slow down, as camps were filled and the peak of the fall employment period approached. Except in a few areas, the period of acute shortages of loggers was over.

With a few exceptions, the scarcity of skilled metal tradesmen, and of experienced semi-skilled workers who can meet the relatively high employers' specifications is not likely to be solved to any great extent by drawing on the seasonal labour surplus. There is very little sign of a relaxation of high standards required for workers being hired, and not much indication of willingness to train new men to the job. There has been some indication, however, that skilled men in the older age brackets are finding more employment opportunities. In addition, some of those now employed in the seasonal industries who have had wartime experience in aircraft, for example, may be qualified for jobs in the expanding aircraft industry.



The general maintenance of high standards is to some extent, a reflection of the fact that the scarcity of skilled labour has not yet become acute enough to create bottlenecks in production, with the resulting layoffs of workers.

This strong demand for skilled and semi-skilled workers in the metal trades continues to reflect, not so much the defence orders themselves, but the reaction of both consumers and producers to the anticipated increase in defence preparations over the next year. Consumer demand is heaviest for household appliances, radios, autos, and other durable goods and continues to be well sustained by current high levels of earnings and income. In addition there has been a decided increase in investment in new factories and equipment, on the part of private industry. Revised estimates made in the third quarter of 1950 indicate that the capital outlay by government and private industry for 1950 will probably amount to \$3.9 billion, an increase of \$500 million over the total for 1949. This represents an increase of about 7 per cent change in volume over the level reached in 1949. This type of demand is putting pressure, not only on the labour supply in these industries, but also on the supply of materials, especially steel and base metals.

Although there have as yet been very few layoffs due to shortages of steel or other key materials, the prospect of such temporary layoffs occurring in the near future is increasing as current inventories of steel are exhausted. It is still necessary for Canada to import about 30 per cent of her total consumption of steel from the United States, although Canadian iron and steel capacity increased by about 60 per cent since 1939. A good portion of the imports, particularly alloy steels, consist of types of steel which cannot be produced economically in Canada. In recent months, imports of steel into Canada from the United States have declined considerably. Imports from 1950 are expected to be about 700,000 tons, as compared with a postwar average of 900,000 tons. Even at capacity production the Canadian industry may have difficulty filling this gap.

The supply of nickel and base metals used in the production of special types of steel is also short. There is a heavy demand for these metals, not only in Canada and the United States but also in Europe, because they are very important to defence production. This situation may in time limit the expansion of steel production of all kinds, and may also have an effect on defence production itself. Canada is a major producer of these metals, and the expansion in production to meet the needs will depend to a considerable extent on the ability of the base metal mining and smelting industry to increase its labour force.

## **IN BRIEF . . .**

Industrial employment in Canada showed a further increase at October 1 this year. The index for eight leading industries reached a new peak of 137.1 (June 1, 1941=100), 3.6 per cent higher than October 1 last year. The index of payrolls, at 244.9 (June 1, 1949=100), was 9.4 per cent higher than a year ago, and was the highest in the record of nine and half years . . . The cost of living index remained unchanged at 170.7 between October 2 and November 1. Declines in the food, fuel and light indexes counterbalanced increases in the remaining four groups. The food index declined by 1.5 per cent . . . Wholesale sales in September were 6 per cent higher than in the corresponding month last year. Increases over a year earlier occurred in all provinces and most trades, the largest advances being in automobiles and equipment, hardware, clothing and dry goods. In the first nine months of this year, all-Canada sales averaged 5 per cent above those in the same period of 1949 . . . Canadian production of steel ingots rose again in October, reaching the highest monthly total since March this year. This month's output amounted to 285,655 tons.



# CURRENT LABOUR STATISTICS

(Latest available statistics as of December 11, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Aug. 19	5,324,000	—	—0.8(b)
Persons with jobs (a).....	Aug. 19	5,221,000	—	—0.8(b)
Persons without jobs and seeking work (a).....	Aug. 19	103,000	—	—3.1(b)
Registered for work, N.E.S.				
Atlantic Region.....	Nov. 30	23,817	+17.4	—28.2
Quebec Region.....	Nov. 30	55,233	+21.7	—17.9
Ontario Region.....	Nov. 30	46,652	+21.8	—18.6
Prairie Region.....	Nov. 30	30,548	+48.4	+3.5
Pacific Region.....	Nov. 30	30,056	+34.0	—10.4
Total, all regions.....	Nov. 30	186,306	+26.7	—15.6
Ordinary claims for Unemployment Insurance benefits.....				
Amount of benefit payments.....	Nov. 1 Oct.	90,301 \$3,570,904	+13.9 —7.1	—14.8 —7.2
Index of employment (June 1, 1941=100) (Eight leading industries).....				
Immigration.....	Oct. 1 Sept.	137.1 5,030	+1.5 —3.5	+3.5 —28.8(c)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	Nov.	13,714	—	+105.9(c)
No. of workers involved.....	Nov.	49,125	—	+32.8(c)
No. of strikes.....	Nov.	17	—	+6.7(c)
<b>Earnings and Income—</b>				
Average weekly salaries and wages (Eight leading industries).....				
Average hourly earnings (mfg.).....	Oct. 1	\$46.00	+4.0	+5.6
Average hours worked per week (mfg.).....	Oct. 1	\$1.05	+0.9	+6.0
Average weekly earnings (mfg.).....	Oct. 1	42.8	+2.1	+0.2
Cost of living index (av. 1935-39=100).....	Oct. 1	\$45.07	+3.0	+6.3
Real weekly earnings (mfg. Av. 1946=100).....	Nov. 1	170.7	0.0	+5.6
Total labour income.....	Oct. 1	108.0	+2.6	+1.0
Industrial Production—	Aug.	\$686,000,000	—0.7	+4.3
Total (Av. 1935-39=100).....	Sept.	204.4	+7.3	+8.4
Manufacturing.....	Sept.	214.3	+7.7	+8.7
Non-durables.....	Sept.	193.2	+5.2	+4.1
Durables.....	Sept.	250.4	+11.0	+15.3
<b>Trade—</b>				
Retail trade.....	Sept.	\$746,300,000	+2.9	+9.0
Exports.....	Oct.	\$315,200,000	+12.9	+17.1
Imports.....	Oct.	\$323,700,000	+15.7	+38.2

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# NOTES OF CURRENT INTEREST

## **Economic Agreement between Canada and U.S.A.**

The Department of External Affairs announced on October 26 an exchange of notes, giving formal effect to a *Statement of Principles for Economic Co-operation* between

Canada and the United States. The statement sets forth general principles for guidance of the two Governments in achieving a co-ordinated economic program for their common defence.

The notes were signed in Washington by Mr. H. H. Wrong, Ambassador of Canada, and Mr. Dean Acheson, Secretary of State of the United States. The two chairmen of the Joint Canada-United States Industrial Mobilization Planning Committee, Mr. C. D. Howe, Minister of Trade and Commerce, and Mr. W. Stuart Symington, Chairman of the United States National Security Resources Board, were present at the signing.

The exchange of notes reaffirms the practice of the two countries followed during the Second World War when they co-operated closely under the terms of the Hyde Park Agreement of 1941. That agreement enabled officials of Canada and the United States to co-ordinate for mutual benefit their efforts in such matters as military procurement, economic controls and the use of raw materials.

The arrangements worked out under the Hyde Park Agreement proved so successful that when international conditions again appeared threatening, the Joint Canada-United States Industrial Mobilization Planning Committee was established on April 12, 1949, to exchange information in case joint action should again become necessary. At its last meeting on August 8, 1950, in Ottawa, the Committee drew up the Statement of Principles which has now been confirmed by both Governments.

Following is the text of the Statement:—

### *Statement of Principles for Economic Co-operation*

"The United States and Canada have achieved a high degree of co-operation in the field of industrial mobilization during and since World War II through the operation of the principles embodied in the Hyde Park Agreement of 1941, through the extension of its concepts in the post-war period and more recently through the work of the Joint Industrial Mobilization Planning Committee. In the interests of mutual security and to assist both governments to discharge their obligations under the United Nations Charter and the North Atlantic Treaty, it is believed that this field of common action should be further extended. It is agreed, therefore, that our two governments shall

co-operate in all respects practicable, and to the extent of their respective executive powers, to the end that the economic efforts of the two countries be co-ordinated for the common defence and that the production and resources of both countries be used for the best combined results.

"The following principles are established for the purpose of facilitating these objectives:

"1. In order to achieve an optimum production of goods essential for the common defence, the two countries shall develop a co-ordinated program of requirements, production and procurement.

"2. To this end, the two countries shall, as it becomes necessary, institute co-ordinated controls over the distribution of scarce raw materials and supplies.

"3. Such United States and Canadian emergency controls shall be mutually consistent in their objectives, and shall be so designed and administered as to achieve comparable effects in each country. To the extent possible, there shall be consultation to this end prior to the institution of any system of controls in either country which affects the other.

"4. In order to facilitate essential production, the technical knowledge and productive skills involved in such production within both countries shall, where feasible, be freely exchanged.

"5. Barriers which impede the flow between Canada and the United States of goods essential for the common defence effort should be removed as far as possible.

"6. The two governments, through their appropriate agencies, will consult concerning any financial or foreign exchange problems which may arise as a result of the implementation of this agreement."

## **Married women and unemployment benefit**

Regulations of the Unemployment Insurance Commission designed to prevent a drain on the unemployment insurance fund through claims from women who, on marriage, are really

withdrawing from the employment field, have been announced by Hon. Milton F. Gregg, Minister of Labour. The new regulations came into force on November 15.

The regulations were approved on recommendation of the Unemployment Insurance Advisory Committee, which is charged with responsibility for reviewing and reporting on the unemployment insurance fund. This committee is representative of workers and employers. The Committee reviewed the situation following representations that claims for benefit were being made by some married women who registered as unplaced job applicants but who were not in fact interested in employment. One of the basic requirements in making a claim is that the claimant shall be in the employment field.

The Minister made it clear that the new regulations do not put married women



outside the field of unemployment insurance, nor make any departure from the principles of the Act.

The regulations do not apply to a married woman—

- (1) who has lost her employment because of a lay-off due to shortage of work;
- (2) who has lost her employment within two weeks prior to her marriage or at any time following her marriage solely by reason of her employer's rule against retaining married women in his employ;
- (3) whose husband has died, or has become permanently and wholly incapacitated, or has deserted her, or has been permanently separated from her.

If any one of these conditions applies, she will be treated for unemployment insurance benefit purposes as a single woman.

A married woman who is not so exempted from the regulations is disqualified from receiving benefit during the two years following her marriage unless she re-qualifies by showing proof of further attachment to the employment market. She may do this by working for an aggregate of at least 90 days in employment under a contract of service (other than for immediate relatives) in either insurable or non-insurable employment. If she was not employed at the time of her marriage the 90 days may commence with any such employment that she obtains immediately following her marriage. If she was employed at the time of her marriage, the 90 days may commence immediately following her first separation from employment subsequent to her marriage.

For example, if a woman has been working in insurable employment up to her marriage and keeps on working for the same employer for six months following her marriage, and then resigns, she cannot qualify for benefit until she gets other employment for a further 90 days, or until two years have elapsed from the date of her marriage. However, if she resigns from her employment prior to her marriage, she may count the first 90 days of employment that she obtains after her marriage towards overcoming the disqualification. Should she then become unemployed, or should two years or more have elapsed from the date of her marriage, she will no longer be subject to any disqualification.

**Changes in regulations concerning seasonal workers**

in seasonal industries.

Hon. Milton F. Gregg, Minister of Labour, recently announced certain changes in the regulations of the Unemployment Insurance Commission with regard to benefit claims from workers

These changes, which became effective November 15, modify the regulations which have been in effect since 1946 governing the payment of unemployment insurance benefit during the off-season for workers employed in certain industries of a highly seasonal character.

The industries declared by the Commission to be seasonal for purposes of these regulations are lumbering and logging (except in British Columbia), inland water transportation, and stevedoring at inland ports and at Saint John, N.B., and Halifax.

The changes simplify the regulations and remove some anomalies. The general effect is to ease the restrictions upon seasonal workers who wish to qualify for benefit in the off-season when unable to get work, while preventing a drain on the unemployment insurance fund through unwarranted claims from those who do not normally seek work in the off-season.

The new regulations provide as follows:—

(1) An insured worker whose principal occupation is employment in a seasonal industry will be entitled to benefit in the off-season if during the off-season he registers for employment of a kind suitable in his circumstances and normally available at that period of the year. In other words he must establish his attachment to the labour market by applying for employment in an industry which at that time is not undergoing an off-season lull.

The amended regulations would disqualify a stevedore at an inland port, for example, who during the winter months when the port is frozen up holds himself out as available only for employment in stevedoring. However, he will not be disqualified if he registers for employment in a secondary occupation which can normally be carried on during the winter months and which he is capable of performing.

(2) A worker whose principal occupation is non-insurable may ask for exemption from payment of contributions while employed in a seasonal industry.

However, if he prefers to be insured he must, in order to qualify for benefit in the off-season (of the seasonal industry), show that he worked during the previous off-season for at least 30 per cent of the working days under a contract of service (other than for immediate relatives) in either insurable or non-insurable employment. He must also, of course, register for employment of a kind suitable in his circumstances and normally available at that period of the year.

For instance, a farm labourer whose custom it is to spend his winters in woods-work and not less than 30 per cent of the



summer working in insured employment, can draw benefit in the summer if he is seeking and cannot obtain this summer-time employment. If, however, during the previous summer he worked for farmers the whole time, he will not be eligible for benefit. On the other hand, because his principal occupation is non-insurable (farming), he need not pay unemployment insurance contributions while in woods-work.

In either case the claimant must fulfil the ordinary conditions for the receipt of benefit in addition to the above special conditions. For instance, he must have contributed for the necessary number of days and must be unemployed and available for work.

If unemployed during the active season a seasonal worker may qualify for benefit on the same terms as any other claimant. The seasonal regulations apply only to claims made during the off-season.

#### **Controls on instalment plan buying**

On October 30 the Minister of Finance, Hon. Douglas Abbott, announced the adoption of Consumer Credit Regulations. Designed to institute a moderate degree of restraint in consumer buying on the instalment plan, the regulations require a down payment of 20 per cent for most instalment plan purchases, and 33½ per cent for automobiles. Full payment is to be made in not more than 18 months. The regulations became effective on November 1.

#### **Rehabilitation Conference to be held in Ottawa in February**

The first national conference on problems of physically handicapped Canadians, which was postponed last May because of the Manitoba floods, will be held in Ottawa early in February, 1951, it was announced recently by Hon. Milton F. Gregg, Minister of Labour.

The Minister explained that the conference was under the joint sponsorship of the Departments of Labour, Health and Welfare and Veterans Affairs.

All ten provinces, national voluntary agencies, and individuals with special experience in this field have been invited to join federal authorities in studying some of the rehabilitation programs in Canada and abroad and to consider where such work may be extended in this country to provide more adequate protection for the disabled. The findings will be referred to the respective governmental and other interested agencies for their guidance.

In addition to some hundred federal and provincial officials whose work relates to aid to the handicapped, a large number of delegates are expected to represent national bodies, such as the National Institute for the Blind, the Canadian Welfare Council, the Canadian Legion and other groups with special interests in this field.

#### **Prime Minister stresses industrial co-operation**

Prime Minister St. Laurent urged greater unity between capital and labour as being vital to defence, in a speech delivered recently before the Canadian Industrial Preparedness Association.

"Everything those of you who are employers can do to give to labour a genuine sense of co-operative partnership in our national endeavour will not only increase our national capacity to provide security, but it will also contribute greatly to the capacity of your members individually and collectively to make your most effective contribution to the combined strength of the free world," the Prime Minister said.

"Most Canadians are ready to do their proper share of the co-ordinated effort that is essential to the well-being of the whole community. But all of us have to be given the opportunity of using brains as well as brawn, if we are to share in the most efficient manner in the accomplishment of our common national task."

Speaking of Canadian labour's drive to wipe out Communism from its ranks, Mr. St. Laurent said:—

"We should never forget that Communists have always directed their main appeal particularly to organized labour. We have all watched with the greatest satisfaction the effective way in which the responsible leaders of Canadian labour have fought this subversive menace to their organizations.

"They are fighting the battle for all of us, for our way of life, and they deserve our help."

#### **Canadian Chamber of Commerce platform, 1950-51**

An appeal to management to devote more effort towards winning the support of labour for the free enterprise system was voiced by Mr. J. H. Brace, chairman of the executive committee, in an opening address before the twenty-first Annual Meeting of the Canadian Chamber of Commerce, held at Banff, in September.

Management's responsibility today goes further than turning out good products at



fair prices, he said. "Throughout the process it must constantly present to the public, the owners and the employees a running story of what it is doing and why. It has to justify its stewardship because it can carry out the responsibilities which it has accepted only with the consent and co-operation of those concerned."

Management's first responsibility in the field of information is to its own employees, he continued. "You, as business leaders, have an unequalled opportunity of acquainting the individual citizen—the productive citizen who works with hands and brain—with the fundamental principles of our economic democracy." To do this successfully, Mr. Brace stated, business must have some appreciation of the workers' aims. "We need first of all a sound understanding of human relationships in industry, a personal appreciation of the worker as another person, with legitimate needs, desires and hopes."

Declarations of policy, adopted by the Canadian Chamber of Commerce included a restatement of the Chamber's views on employer-employee relations. "If Canada is to maintain a high standard of living for her citizens, harmonious industrial relations are essential," it was declared. "In their turn, harmonious relations depend upon a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve."

The Chamber expressed the belief, also, that the maintenance and expansion of the high living standards enjoyed by Canadians are dependent on productive efficiency. "Greater productivity is the key to national and individual prosperity. This greater productivity can be obtained through the continued introduction of improved methods and the fuller realization of a fair day's work for a fair day's pay."

The Canadian Chamber reaffirmed its policy of "vigorous opposition" to Communism and again recorded its "unswerving support" of the system of free enterprise (L.G., 1949, pp. 1526-28). Other subjects on which the Chamber expressed its views were immigration, public finance and taxation, profits, international trade, and the desirability of holding statutory holidays on the nearest Monday.

The secret strike ballot was the subject of a resolution urging an amendment to the Industrial Relations and Disputes Investigation Act, "to prohibit all strikes until they have been authorized by a majority of all the workers affected by means of a government-supervised secret ballot, held after the expiration of a

'cooling-off' period." The form and wording of the ballot should be determined by an appropriate agency of the government, its terms made public, and the results of the election published, the resolution declared, and further expressed the view that "the vote should be held on a specific question and not take the form of a general authority."

A policy of decentralization of industry was endorsed and recommended both to Chamber of Commerce members and the Federal Government. In addition to its strategic importance from a defence angle, the principal advantages of such a policy, the resolution claimed, are "proximity to important new markets, increased efficiency, improved public and human relations."

Uniformity throughout Canada in the application of daylight saving time was advocated in a further resolution, coupled with a request that the Federal Government place this subject on the agenda for discussion at the first Federal-Provincial conference.

The declarations of policy and resolutions were presented to the Federal Cabinet by officers of the Canadian Chamber of Commerce on November 6.

#### **Labour bodies fear too rigid constitution**

In a recent letter to the Prime Minister of Canada, the presidents of the Canadian Congress of Labour and the Trades and Labour Congress of Canada expressed concern that individual provinces might be given an absolute veto power in amendments to the British North America Act.

The letter said that the labour organizations had been disturbed by reports emanating from the recent conference on constitutional amendments held in Quebec (L.G., Nov., 1950, p. 1781). It expressed fear that the "entrenchment" of certain clauses would mean "fastening a strait-jacket upon the social development of the country."

The text of the letter is as follows:—

"Dear Mr. Prime Minister:

"The Trades and Labour Congress of Canada and the Canadian Congress of Labour are vitally interested in the present discussions between the Dominion and the provinces on methods of amending the British North America Act. As you know, both Congresses have long favoured certain amendments, notably in regard to labour legislation and social security, which would enable our national Government and Parliament to deal effectively with national

problems, while preserving essential safeguards of provincial and minority rights. The Congresses have been disquieted by some reports of the proceedings in the constitutional conferences. There appears to be strong pressure from certain quarters to establish an unduly rigid amending procedure, one which would give a single province, even the smallest province, an absolute veto on any changes in matters of the highest importance to labour.

"The two Congresses, representing over three-quarters of a million Canadian workers and their families from coast to coast, respectfully urge that the constitutional conference should not finally decide on any method of amendment until organized labour, and other representative bodies of citizens, have had a chance to present their views, fully and in detail.

"It appears, from a table in the October 21 issue of the *Financial Post*, that there may be danger of a large number of sections of the British North America Act being 'entrenched', that is, made amendable only by unanimous consent of the provinces. This applies particularly to the sections dealing with the Senate, and to Section 92, dealing with the exclusive powers of provincial Legislatures. The Congresses are especially alarmed to note that Section 92, head 13 'property and civil rights in the province,' carries the note: 'All provinces except Saskatchewan and Alberta say this is 'entrenched.' Ottawa assents.' If this is correct, then there is the gravest danger that any one province will have an absolute veto on any amendments which would enlarge the national Parliament's power to deal with nation-wide social and economic questions. Against any such proposal, the Congresses must enter a most emphatic protest. It would mean fastening a strait-jacket upon the social development of the country.

"The Congresses also note that all provinces want to abolish the Lieutenant-Governor's power to reserve bills for the signification of the Governor General's pleasure and the Dominion's power to disallow provincial Acts, and that 'Ottawa expresses no view.' For reasons which are set out at length in the Canadian Congress of Labour's brief to the Senate Committee on Human Rights and Fundamental Freedoms, last spring, the Congresses are opposed to abolition of these powers, which have been, and can be, used to protect basic rights. The Congresses are convinced that without the power of disallowance, it would never have been possible to secure the repeal of most of the Prince Edward Island Trade Union Act of 1948, an Act which struck at the very foundation of

trade unionism, and might have created a disastrous precedent. If our Constitution contained a Bill of Rights, placing essential rights and freedoms beyond the power of either Parliament or the provincial Legislatures to abridge or abolish, then the powers of reservation and disallowance might perhaps, safely be given up. But in the absence of such safeguards, they should be firmly maintained.

"The Congresses had understood that the present discussions between the Dominion and the provinces were concerned solely with the method of amending the Constitution. It appears, however, that they have also dealt with at least one specific proposed amendment: the abolition of the powers of reservation and disallowance of provincial legislation. These are powers to which the Fathers of Confederation attached great importance. The Congresses agree with the Fathers' view, and urge most strongly that specific amendments ought not to be dealt with by conferences or committees set up, so the public was given to understand, solely for the purpose of devising a method of amendment.

"If specific amendments are to be dealt with, the principle the Congresses are contending for in regard to the method of amendment, namely, that no final decision should be made until organized labour has had a chance to express its view, applies even more strongly to such amendments. The Congresses themselves have amendments to propose, in support of which they are prepared to submit detailed arguments. They would also wish to submit detailed argument against various amendments which might be proposed by a province or provinces or others.

"Yours sincerely,

"Percy R. Bengough,  
President,  
Trades and Labour Congress  
of Canada.

"A. R. Mosher,  
President,  
Canadian Congress of Labour."

#### **Fiftieth anniversary of credit unions in Canada**

The consistent growth shown by credit unions in Canada since the establishment of the first union at Lévis, Que., in 1900 was maintained throughout 1949. Combined membership in that year reached a total of 940,427, and assets \$282,242,278; loans made to members amounted to \$99,537,166.

These totals represent increases over 1948 of almost 90,000 in membership, \$28.7 million in assets, and \$9.3 million in loans,



according to the annual report, *Credit Unions in Canada, 1949*, issued in October by the Economics Division of the Federal Department of Agriculture. The year 1950 marks the fiftieth anniversary of the establishment of the movement in Canada and preliminary reports indicate that membership will exceed one million. "Even now" (December, 1949), the report observes, "one in every fourteen Canadians is a credit union member."

Provincial inspectors reported 2,819 credit unions chartered during 1949. This is an increase of 211 over the previous year's total. The greatest number of new credit unions was reported from Ontario, where 75 new charters were issued. Most other provinces reported new charters numbering between 10 and 20. Cancellations were few, not exceeding 10 in any one province. Almost 100 credit unions were reported as being inactive through the year, although still holding charters.

Credit unions in Canada are shown to be mainly rural. Quebec had the greatest number of rural unions, followed by Saskatchewan, Nova Scotia and Alberta. Ontario accounted for the largest number of occupational or industrial credit unions, with British Columbia second and Alberta third.

Newfoundland is included for the first time in the report, and is shown to have 83 chartered unions, with 82 of them reporting a combined membership of 5,347. Assets were valued at \$378,497, and loans to members during the year totalled \$286,379.

The combined balance sheet shows that 63.5 per cent of the total assets is in mortgages and investments, while 22.1 per cent was outstanding in loans to members. Deposits made up by far the greatest item on the liabilities side, with over 73 per cent of total liabilities on deposit. Shares held by members made up over 20 per cent. It is noted, however, that both shares and deposits represent members' savings, and it is because of differences in policy between provinces that deposits are so much greater than shares. In Quebec the policy is to restrict the amount placed on shares, and to encourage deposit accounts which can be used and withdrawn by cheque, while in other provinces the reverse is the case.

Central credit unions numbered 20, distributed throughout the provinces. These unions act as depositories for local credit unions for surplus and reserve funds, from which loans may be made. At the end of the year, assets of the central credit unions totalled \$32,769,246, concentrated largely in the eight *caisses regionales* in the Province of Quebec.

#### **Value of manufactures at new peak in 1949**

Canada produced goods to an estimated record value of over \$12½ billion in 1949, according to the *Preliminary Statement of Manufactures in Canada, 1949*. The statement was prepared by the Dominion Bureau of Statistics.

The report, based on estimated gross factory value, shows a value increase of approximately \$500 million over 1948, the previous record year. Newfoundland is included in the report for the first time, and accounts for about 10 per cent of the increase.

Salaries and wages of over \$2½ billion were paid to 1,159,315 employees. The number of employees showed a slight increase over 1948, and salaries and wages were up \$157 million over the previous year.

The food and beverages group led the 17 industrial groups with a gross value of products of over \$2½ billion. Iron and steel products ranked second with a value of about \$1½ billion, and paper products third with a value of just over \$1 billion.

In addition to general statistics for the 17 major groups, the report contains for the first time preliminary information on gross value of products, cost of materials, employees' salaries and wages, and the production of 1,000 important commodities or commodity groups.

#### **Canadian Congress of Labour Tenth Anniversary Book**

As part of its Tenth Anniversary celebrations, the Canadian Congress of Labour issued a commemorative book as the official souvenir of its Winnipeg convention.

The book contains messages from the Hon. Milton F. Gregg, federal Minister of Labour, Provincial Departments of Labour, affiliated unions and industry.

Feature articles appearing in the book include: *Facing Our Responsibilities*, by Pat Conroy, an article on domestic and world conditions; *UAW-CIO in Canada (1940-1950)*, by Jerry Hartford, Publicity Director for UAW District No. 7; *The Manitoba Department of Labour*, by W. Elliott Wilson, Deputy Minister of Labour; *The United Packinghouse Workers of America*, by John Lenglet, Research Director; *Textile Workers Make Notable Progress*, by Samuel Baron, Canadian Director of TWUA; and *Canada's Largest Transport Union*, by J. E. McGuire, National Secretary of the CBRE.

In addition to the feature articles, there are shorter stories on the co-operative

movement, use of the union label, and a brief chronology of highlights in CCL history from 1940 to 1950.

### **Weekly salaries and wages in Newfoundland**

Average weekly salaries and wages in the major non-agricultural industries of Newfoundland in June ranged from a low of \$20.60 in the services industries to a high of \$47.91 in mining, according to first figures on employment and earnings in Newfoundland released by the Dominion Bureau of Statistics.

In manufacturing as a whole, average weekly salaries and wages for the week of June 1 stood at \$42.98, transportation and communications \$42.66, forestry \$40.57, construction \$36.14, finance \$32.90, public utilities \$31.11, and trade \$29.53.

Largely due to seasonal changes in the levels of employment during the period between December 1 and June 1 in several industries, there was considerable variation in average weekly salaries and wages. In manufacturing the figure was highest at \$44.59 at April 1, while in forestry a peak of \$47.64 was reached at January 1, in construction at \$38.68 on April 1, public utilities \$31.91 at March 1, and trade \$32.24 at March 1.

Average hours worked by wage-earners during the week ending June 1 in leading establishments in the mining industries amounted to 46.9, in manufacturing 44.6, and construction 43.9 hours. Average hourly earnings were 91.6 cents, 98.6 cents and 81.3 cents, respectively.

### **Provincial Labour Standards, 1950**

The 1950 revision of the bulletin, *Provincial Labour Standards*, which has been issued annually since 1944, is now available. Copies may be obtained from the Legislation Branch, Department of Labour, Ottawa.

This bulletin sets out the standards which are in effect in the provinces of Canada with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation.

During the year, a stamp system of holiday-with-pay credits was put into effect by the Quebec Minimum Wage Commission for the Montreal and Hull districts.

From September 1, most women workers in New Brunswick must be paid a higher minimum rate, as the result of a revision of the general minimum wage order for women.

A new weekly rest statute in Saskatchewan replacing a 1930 Act, made provision for a 24-hour rest for workers in all centres of the Province with 300 or more population. Several new classes of workers in British Columbia were granted a weekly rest of 32 hours.

Several provinces made changes in their Workmen's Compensation Acts. In Saskatchewan, benefits payable in case of the death of a workman were increased with respect to the payments allowed for each child under 16 and with respect to the expenses which will be paid to cover the cost of burial.

A higher minimum payment in case a workman is disabled was provided for in Nova Scotia, Prince Edward Island and Saskatchewan. Newfoundland enacted a Workmen's Compensation Act of the collective liability type which, however, has not yet been proclaimed in force.

### **Quebec industrial association holds convention**

Meeting in Montreal on October 30 and 31 for its sixth Convention, the Professional Association of Industrialists, an employers' organization of the Province of Quebec, expressed its opposition to government seizure of strike-bound plants.

The Association said it opposed such action, even on a temporary basis, except in cases of national or public emergency, "as such a violation of the right of ownership leads directly to socialism."

The Association reiterated its complete adherence to the social doctrine of the Roman Catholic Church, and its wish that this doctrine may form the subject of more and more study on the part of employers and employers' associations, as well as workers with their syndicates or unions, and that they may apply it more and more effectively.

Addressing the delegates, Mr. Paul Emile Côté, Parliamentary Assistant to the Minister of Labour, said that international peace is possible only if every nation has peace within itself. Pointing out that any solution found for individual problems contributes in a large measure to the establishment of world peace, he urged closer co-operation between employers and their employees.

The United Nations exists, according to Mr. Côté, for the precise purpose of co-ordinating peace efforts, and it can do more effective work towards the obtaining of world peace than any other organization.

Mr. Côté stressed the fact that "the aim of the United Nations is twofold: in the first place, to oppose all armed aggression



and thus prevent a third war, and, in the second place, to restore the economy of the nations and, by providing for the happiness of their people, to avert another war."

The Member from Verdun then pointed out that, if our country has made such remarkable progress since the war, this progress is partly due to the Labour-Management Production Committees, made up of employers and workers. There are 700 of these committees, and only six of them have had differences on important matters. Besides, these production committees constitute a means of liaison on the strictly human plane, and that, according to Mr. Côté, is perhaps their greatest merit. A greater degree of humanity in industry is, no doubt, the solution to many problems.

The theme of the Convention was "Economic and Social Security." In a resolution on this subject the Association urged employers to continue and to increase their efforts in order to assure their workers of such security. It expressed the opinion that workers must contribute their fair share in any social insurance scheme set up on their behalf. It urged the State to limit its intervention in the establishment and administration of any social insurance scheme to supporting and assisting the action taken by employers and workers.

Another resolution reaffirmed the necessity of safeguarding fully employers' freedom of decision with regard to economic questions and all matters relating to the proper functioning of the concern, and of safeguarding, at the same time, the right of the workers to work and to freedom of association.

The Association emphatically repeated its request that all strikes be declared illegal unless they have been voted for by secret ballot by a majority of the workers concerned.

It asked that effective sanctions be imposed on those really responsible for the breaking of laws in the case of a strike or lockout.

**Profit-sharing body holds conference in Toronto**

Profit-sharing gives workers a sense of participation in free enterprise, brings higher wages and profits and reduces labour-management strife. Leading industrial-

ists in Canada and the United States testified to this at a regional conference of the Council of Profit-Sharing Industries held in Toronto in late September.

(For additional information on the Council in the United States, see the *LABOUR GAZETTE* for Feb., 1950, 168-9.)

Close to 600 business men attended the conference which was the first held in Canada by the Council, it was reported in the *Financial Post* of October 7.

Employees of the 250 American and 15 to 20 Canadian firms represented at the conference have a share in their companies' profits in one way or another in addition to their usual wages and benefits, the *Post* article stated. The Council members claimed besides that they have better relationships with their employees than any other single group on the continent.

"Does profit-sharing work?" was one question asked at the conference. In his reply, one executive told of the union grievance committee in his firm making every effort to cut down over-time work because the extra pay reduced profits to be shared among the workers.

Another member disclosed that his employees get 40 per cent of earnings before taxes; half of it is in cash and the other half goes into a trust fund. Relations have been harmonious and the business has prospered.

As for the human relationship between management and workers, James Lincoln, president of the Lincoln Electric of Cleveland had this to say: "The biggest trouble with present industrial relations is that there's no opportunity for the average employee to fully develop any latent ability he might have. . . . Profit-sharing—I prefer to call it the incentive system—bridges the gap. If workers have any latent ability, they get an opportunity to display it and more important, get rewarded for it.

"You eliminate the dividing line. Workers feel they belong; that they are not just another cog in an impersonal machine. They get a sense of participation. The result is happier workers, no more industrial warfare; higher wages, and in our case, higher returns for management; lower prices for our customers. And most important, you can begin to educate employees as to just what makes free enterprise tick. . . .

"We put in our plan 16 years ago. Today we're getting four times as much production per man. The average employee has received \$40,000 in bonuses in that period. That's over and above his basic wages which are on a par if not better than for industry generally."

"What happens when there are no profits to share?" was another question. One general manager told the conference that when the 1949 coal strike hit his steel firm hard, the employees' general attitude

to the problem of no profits was: "Forget 1949, let's make it up in '50." And they did just that, the executive reported.

"What is the attitude of union leaders?" According to one company president, the union was suspicious of the profit-sharing scheme when it was first put in. However today the union is co-operating 100 per cent. A cautious note was sounded by William Loeb, Council president, when he emphasized that union co-operation will more likely be forthcoming on the local level since the policy of big unions on the national level generally is to be suspicious of profit-sharing.

Why have some schemes failed? Cass Hough, executive vice-president of the Daisy Manufacturing Co. in Plymouth, Michigan, suggested that this might be because management attempted to substitute profit-sharing for real basic wages.

Walter Wheeler, president of the Pitney-Bowers, Inc., at Stamford, Connecticut, stated: "Obviously, management can't go into it (profit-sharing) with a selfish materialistic approach—how much more will it make for us. There has to be a spirit of wanting to do what's right."

#### **Executive meeting of ICFTU in Brussels**

Both the Canadian Congress of Labour and the Trades and Labour Congress of Canada sent representatives to the Executive meeting of the International Confederation of Free Trade Unions, held in Brussels, Belgium, early in November.

The CCL was represented by Vice-President C. H. Millard, who is also Canadian Director of the United Steelworkers of America. President Percy R. Bengough represented the TLC.

Among the matters on the agenda of the meeting were: the date, place and agenda of the 1951 Congress of the ICFTU; the proposed Inter-American Regional Conference to be held in Mexico City in January, 1951; and aid to trade unionism in under-developed countries.

Mr. Bengough remained in Brussels at the conclusion of the ICFTU meeting to attend the 113th Session of the Governing Body of the International Labour Office.

#### **Hiring and separation rates in certain industries**

A report entitled *Hiring and Separation Rates in Certain Industries* has been issued by the Dominion Bureau of Statistics. Covering the period from September, 1947, to August,

1949, the report is based on data collected by the Unemployment Insurance Commis-

sion from establishments employing 10 or more persons and having one or more employees insured under the Unemployment Insurance Act. It shows the number of hirings and separations per 100 persons on the payrolls of all industries thus covered and of 40 selected industries for all Canada. Similar figures are shown separately for the Maritime Provinces, Quebec, Ontario, the Prairie Provinces, and British Columbia (including the Yukon), the selected industries varying to fit the leading industrial activities of each region.

For all Canada, the report shows generally higher rates of hirings than of separations during the spring and summer months; an approach towards equality from September to November, with hiring rates down only slightly from those of summer but separation rates higher; and generally higher rates of separation than of hiring from December to March.

Overall hirings were smaller in proportion to the average number on payrolls during the four months May to August last year than in 1948. They stood at nine per cent in May, eight per cent in June and August and seven in July as compared to 10 per cent in May and June and nine per cent in July and August, 1948. Separations were also lower last year at six per cent in May and seven per cent in June, July and August compared to seven per cent in May and June and eight per cent in July and August the previous year.

During the 24 months the highest proportion of hirings was 10 per cent and the lowest five, while the highest rate of separations was nine per cent and the lowest six per cent.

#### **Activities of Ontario Labour Relations Board**

A cumulative report of the Ontario Labour Relations Board shows that 827 applications were filed from December 9, 1948, the Board's date of inception, to August 31, 1950.

Of these applications, 795 were for certification, and in 521 cases certification was granted. The Board dismissed 121 applications and 44 were withdrawn.

Of 25 applications for revocation of certification, 2 were withdrawn, 15 dismissed and 3 granted. The Board dismissed 2 complaints referred it by the Minister of Labour.

Applications for final settlement procedure constituted 3 of the cases; of these 2 were dismissed and 1 granted.

The 2 remaining cases were requests for cancellation of collective agreements.



### **School for workers opened in Montreal**

Under the auspices of the Thomas More Institute, a School for Workers was opened at the D'Arcy McGee High School in Montreal on October 2, according to newspaper reports. Union representatives of every affiliation are said to have co-operated in the work of preparing the program of studies.

The following comprise the first term courses: Human Rights and Labour Unions; The Rise of Labour Movements; Talking at Meetings; and Labour and Management. The latter course consists of a series of lectures by various union leaders, designed to explain the dealings of unions with management and also elementary and more advanced procedures involved in the defence of workers' rights under the laws of the province. Two of the speakers will be Pat Conroy of the Canadian Congress of Labour and Max Swerdlow of the Trades and Labour Congress.

### **British Ministry of Labour report, 1949**

Recent activities of the Ministry of Labour and National Service are described in the Ministry's annual report for the year 1949, published by H.M.'s Stationery Office in September. The five sections making up the report deal with manpower, services of the Ministry, industrial relations, international labour relations, and organization of the Ministry.

Manpower and industrial relations "in the widest sense" were the main concern of the Ministry during the year, the report states.

A chapter is devoted to surveys of the labour position, and the action taken by the Ministry to build up the labour force in the essential industries and services.

Although by 1949 distribution of manpower was already adjusted broadly to peacetime pattern needs, it was still found necessary, it is pointed out, to canalize the flow of labour in order to get the level of manpower required in the more important industries and services, and the individual firms producing goods for dollar export. There was a slight increase in the civilian labour force, due in part to a small rise in the working population and to a further reduction of the armed forces, but no substantial numbers of additional workers were available, and there was a "constant demand for labour" in some important industries.

Employment offices during the year filled about four million vacancies for

persons over 18 years of age, 488,000 of which were "first preference" jobs. Under the Youth Employment Service 234,000 boys and girls were placed in their first jobs since leaving school.

There was a decline in the labour force in coal mining, but in the textile industries the labour force rose by 43,000, as against the *Economic Survey* forecast of 24,000.

Unemployment continued at much the same level as in 1948, varying according to seasonal trends from 375,700 in January, to 243,000 in July and 330,300 in December. Nearly £19 million was paid out in unemployment benefit, and more than £4 million in supplementary National Assistance grants.

The Ministry's efforts to foster joint consultation between management and workpeople met with encouraging response, it is reported. At the end of the year about 80 per cent of the 20½ million employees in Great Britain's industries and services were covered either by voluntary negotiating machinery or by statutory machinery. The report outlines the developments in conciliation and arbitration.

Particularly noticeable throughout the year, it is noted, was the number of claims for increased wage rates that were settled through conciliation or arbitration machinery, many of which covered entire industries. The number of cases referred to the National Arbitration Tribunal was the highest in any year since the war.

### **U.K. labour invited to study management problems**

The British Trades Union Congress has given its support to participation by affiliated unions in local management associations, as a means of enabling trade union officials to "join with lively-minded managers in getting a mastery of today's problems and techniques of management," according to a recent issue of the TUC magazine, *Labour*, which describes the functioning of these associations under the sponsorship of the British Institute of Management.

The Institute itself was established, with a Government grant of £150,000, on the advice of a committee set up by Sir Stafford Cripps, while he was President of the Board of Trade in 1945. Since 1947—its first year of operation—the Institute has been an independent, non-political and non-profit making organization, having as its main object the raising of the general level of management efficiency.

Firms and boards of nationalized industries are among the corporate bodies

eligible for membership. Trade unions are also welcome to join; and the article states that in addition to the TUC itself, 21 unions with a membership aggregating 3½ millions have now enrolled.

The use of the Institute's lending and reference libraries, assistance from its information service and places at its lectures and conferences are available to members.

The Institute acts as a clearing house for information on managerial practice and experience which it endeavours to present to management in simple, practical and authoritative form.

Under a national scheme which the Institute is operating in connection with the Ministry of Education, some 60 colleges are providing approved courses in management studies. In addition, large-scale conferences on such subjects as standardization in industries, which have attracted 500 or more management personnel and some trade unionists, are now a popular feature of the services afforded by the Institute.

#### **British unionists report on American productivity**

"Unions should seek to co-operate in the application of 'scientific management' which, even if not an exact science, can make a valuable contribution to increasing productivity in industry." This was one of the recommendations made by a team of British trade union officials who visited the United States to investigate the role of unions in increasing productivity in that country. The detailed report, *Trade Unions and Productivity*, was published on their behalf by the British Trades Union Congress.

While British trade unions can learn much from the experience of American trade unions, the latter can equally benefit by studying British methods and attitudes, the team stated, although differences in the industrial and economic environments of the two movements limit the effectiveness of the interchange of experiences.

In this connection, the United States has not experienced a post-war economic situation calling for a policy of wage restraint on the part of trade unions. Moreover, because of the size of the home market and the comparatively small percentage of American industrial capacity employed on export production, there is not the urgent need as in Britain to keep prices down—provided wages are not left behind. Britain must keep prices down in order to maintain a high standard of living and to compete effectively with other countries, the report maintained.

The United States, in addition, enjoys certain advantages not familiar to British

industry: The scattered and small-scale nature of Britain's foreign markets often prevents integration with home production and does not permit the long production runs common to American industry.

Some of the other recommendations in the report were as follows:—

#### *Industrial Efficiency*

(1) Larger unions and federations should establish production engineering departments and train production engineers for their national or district offices to protect and further the widest interests of their members.

(2) The Trades Union Congress should have a competent technical staff to give help and guidance in the establishing of union production departments and to provide direct services to unions too small to engage their own staffs.

(3) Consideration should be given to the employing of small full-time staffs, including technicians or production engineers, in some of the TUC Regional Advisory Committees to render services to unions in the regions and to give direct help to shop stewards and the trade union sides of joint production committees and works councils.

(4) Quarterly or half-yearly meetings of the technical staffs of the TUC, the unions and regional committees would facilitate an exchange of information. It might be considered desirable also to seek regular meetings with government statisticians and other authorities to discuss current statistics.

#### *Education and Training*

(5) In staffing trade union production departments it should not be enough to change the title of an organizer to that of production engineer. It is essential for him to acquire a first-class training and to be equally as competent as the industrial consultants employed by management.

(6) Technical staffs should train and instruct workshop representatives in the techniques of production and joint consultation—to deal effectively with day to day problems in the place of work and to make practical contributions to works councils and joint production committees.

(7) Unions should extend their educational facilities to provide weekend and summer school courses in the economics of trade unionism in full employment and the implications of an increasing standard of living.

#### *Technical Advance*

(8) In initiating or participating in the introduction of incentive schemes, unions should, where practicable, seek to increase production efficiency through a greater use of mechanical aids and the application of time and motion study in order to maximise earning opportunities.

(9) As trade unionists want the standard of living to rise continually they cannot justify opposition to the installation of new or modernized machinery or the use of re-deployment techniques.

#### *Profits and Prices*

(10) Unions should collect information on profit margins, costs of production, sales turnover and other aspects of company finances with a view to taking action against unnecessarily high consumer prices.



(11) Where management refuses to reduce high consumer prices, unions should prepare authoritative cases for presentation to such bodies as the Central Price Regulation Committee and the Monopolies and Restrictive Practices Commission.

#### *Exchange of Information*

(12) In establishing production departments British unions should arrange to send teams to the United States to observe trade union attitudes and methods.

(13) American trade union teams and individual officers should be invited to Britain to study British trade union administration and methods of operating, particularly in joint consultation, working class education and politics.

(14) Eminent trade union production engineers might also be invited to Britain to give talks on their unions' production engineering activities, thereby reaching a wider audience than could possibly visit the United States.

**Safety in the use of power presses** The first Report of the Joint Standing Committee on Safety in the use of Power Presses, recently issued by the United Kingdom Factory Department, indicates the progress which has been made in improvements in design and performance of interlock guards since the publication in 1945 of the Report of the main Committee appointed to consider the subject. It was on the recommendation of this Committee that the Joint Standing Committee was set up to continue the study, particularly with regard to new developments.

The Joint Standing Committee reports that it has given consideration to:—

- (a) Progress in the voluntary implementation of the recommendation in the Main Report that new presses should be supplied with safety devices at the time of sale.
- (b) Examination of existing designs of interlock guards with a view to improving performance and reliability.
- (c) Examination of new designs of safety devices incorporated in presses.
- (d) The use of fluid (e.g. compressed air) assistance in the operation of presses and guards.

With regard to the first subject dealt with by the Committee, the Report states that presses can now in general be purchased complete with interlocking guards. This progress has been achieved because makers have produced machines in which interlocking guards of the makers' own design have been incorporated and also because press makers have collaborated with guard makers in the modification of existing press designs so as to provide a more effective application of the guard

makers' products. The Joint Committee is convinced, however, that the application of interlocking guards will be made completely satisfactory only when clutch design is considered in relation to the guarding problem. Press makers are advised to give this matter their early attention.

The Report recommends the improvement and simplification in certain respects in the design of interlocking guards. It is pointed out that the principle of "failure to safety" was not attained in many earlier designs but steps have been taken by the factory inspectors to advise makers of this point so that modifications could be made. Consequently, guard makers have modified designs to ensure that in the event of failure of the guard mechanism, it is not possible to operate the press. It is also suggested that designers should give special attention to the amount of wear and tear of many guards and a table analyzing the causes of accidents occurring with interlocking guards during 1947 is given in Appendix I to the Report.

The Committee is of the opinion that the principles of the specifications for interlocking guards do not in general require modification but that there are certain details which should receive attention in design. These details are set out with diagrams in Appendix II.

In connection with developments for the reduction of fatigue and improvement in production, the Committee notes an increasing tendency for the application of pneumatic devices for press and guard operation. Examples of various types of interlock guards incorporating pneumatic devices which were examined by the Committee's technical subcommittee are described. A press arranged for pneumatic operation is illustrated in Appendix III.

The Report deals also with the use of "arrestor" devices, interlocking guards for presses driven through friction clutches, and automatic mechanical guards on "sub-heavy" presses, i.e., those presses in the range intermediate between the key-clutch operated presses and the heavy presses used for motor car panels and similar work.

**British pamphlets on industrial safety** The Factory Department of the United Kingdom Ministry of Labour and National Service has recently issued revisions of three safety pamphlets—Memorandum on Electric Arc Welding; Safety of Machine Tools and other Plant: No. 1, Fencing of Drilling Machine Spindles, Chucks and Tools; and the Use of Chains and Other Lifting Gear (Safety Pamphlet No. 3).

*Memorandum on Electric Arc Welding* has been reprinted with few changes (L.G., 1946, p. 550). The section relating to the precautions which should be taken to protect the eyes from ultra violet and infra red rays has been revised to bring it into line with the latest standard of the British Standards Institution on the subject (No. 679, 1947—Protective Filters for Welding and other Industrial Operations).

Both the Protection of Eyes Regulations, 1938, and the Building (Safety, Health and Welfare) Regulations, 1948, require the provision of suitable goggles or effective screens to protect the eyes of persons employed in the process of electric welding from particles or fragments thrown off.

An addition to the section dealing with the ignition of inflammable material consists of excerpts from the 1950 Report of the Working Party on Fire Prevention and Fire-Fighting in Ships in Port. Some of the preventive measures recommended in the Report which are set out in this section of the revised pamphlet are the employment of watchers with the necessary fire-fighting equipment on the opposite side of the plating where the welding is in progress; keeping fire patrols informed where welding has been in progress; frequent inspection of ship for two hours after welding stopped; removal of combustible material from opposite sides of deck where work is being carried on; closing or screening of port holes and openings through which sparks may fall; instructions to workers; and the responsibility of the senior official in charge of such work for the observance of these precautions.

By permission of the Controllor of H.M. Stationery Office in the United Kingdom, the 1945 edition of this pamphlet was reprinted in 1946 by the Department of Labour of Canada and copies are still available.

The 1950 edition of *Safety of Machine Tools and Other Plant: No. 1, Drilling Machines*, like the earlier one, consists mainly of diagrams which stress the need for the protection of the lower parts of the spindles, chucks and tools. It is pointed out in the introduction to the pamphlet that while it has been the practice for many years to fence securely the upper parts of spindles, numerous accidents have been caused by insufficient protection of the lower parts.

Among the diagrams which have been added to the new edition are those showing proper guards for radial drilling machines and for tapping operations.

The revised edition emphasizes that the wearing of caps by women operators cannot be regarded as substitutes for secure fencing.

The seventh edition (1949) of *The Use of Chains and Other Lifting Gear* contains concise, illustrated information as to good practices with regard to quality, proportions, safe working loads and treatment of chains and other lifting gear.

Some new types of chains are dealt with in this edition and additional tables on the safe working load of lifting gear are included. A section designed to assist chain examiners describes the principal causes of failure in chains and lifting appliances and a summary of recommended precautions, particularly applicable to chains and slings, is set out.

The Appendices to the pamphlet include the statutory requirements relating to lifting gear contained in the Factories Act, 1937, the Building (Safety, Health and Welfare) Regulations, 1948, and other regulations, together with a list of the latest standards approved by the British Standards Institution for chains, rings, hooks, shackles and eyebolts.

#### **TUC aid for Commonwealth and colonial unions**

Britain's 8,000,000 organized trade unionists are to spend nearly £37,000 on practical help to the trade unions of the colonies, whose membership is now over 500,000, and also on helping the unions in India and Pakistan, according to the United Kingdom Information Office.

In order to finance this new program, the General Council of the Trades Union Congress is asking for an increase in the subscription paid to the TUC by each affiliated union. It is estimated that the increase will bring in an extra £30,000 to the TUC's annual income.

Twenty-three overseas trade union centres will share this help. It will be spent on providing them with concrete assets—typewriters and office equipment, books and lecture courses, and with personal advice from experienced British trade unionists. This last item will prove the most costly, both in money and men, as the TUC plans to send about 30 experienced trade unionists to the colonies and to India for limited periods, to advise and help the new trade unions.

This TUC program is intended to supplement the work which the International Confederation of Free Trade Unions is planning, on a wider scale, for all the underdeveloped areas of the world.



**Growing demand for labour in U.S.A.**

Commenting on the effects on the United States economy of the defence program, the U.S. *Monthly Labour Review* states in its October issue:—

"One of the most serious impacts of the expanding defence program on an economy already utilizing most of its manpower is a growing demand for labour and the possibility of shortages in certain areas or occupations. In that respect, the current situation, with less than 2½ million unemployed, may present greater problems than the beginning of the defence program before World War II, when there was a pool of 8 million jobless. . . .

"Total employment in early September was 61·3 million, the highest on record for that season of the year, according to the Census Bureau's report. This was about a million less than were employed in August, due almost entirely to the withdrawal from the labour force of students returning to school."

**Increased factory hiring in U.S. industry**

The Bureau of Labour Statistics of the United States Department of Labour announced that the factory hiring rate had increased to 66 per 1,000

workers on payrolls during August. This compared to a July rate of 47 per 1,000, and was the highest since October, 1946.

Statistics on factory hiring rates indicate the extent to which workers are hired in a particular month. Such hiring results from the need to replace workers who have left their jobs for various reasons, and to fill labour requirements because of increased production.

The Bureau attributes the sharp increase to "strong civilian demand and the beginning of defence mobilization. . . ."

The report said that the increase in the rate of hiring was "recorded in virtually all industry groups." The rising tempo of the preparedness campaign also increased the rate at which workers were leaving their jobs for service in the military forces, and for employment in defence plants and industries. The Bureau reported the August quit rate in all industries as 30 per 1,000. This compared to a rate of 18 per 1,000 in July. The quit rate covers all voluntary separations.

The report further noted that "job opportunities became more abundant (as) students and teachers left vacation jobs to return to school. All industry groups except tobacco manufacturers reported higher quit rates in August. Military and miscellaneous separations increased for the

second consecutive month to 3 per 1,000, the highest rate since VJ-day. Factory lay-offs continued at a low rate, changing slightly from 6 per 1,000 in July to 7 per 1,000 in August."

The greatest rate of increase in hiring was in the durable goods industries where the August hiring rate was 72 per 1,000. Among industries in this group showing increased hirings were ordnance, fabricated metal products, electrical machinery, transportation equipment, aircraft and ship-yards.

In the non-durable goods industries, increased hiring was noted in the food, apparel and textile industries, and in the rubber products, tobacco, and paper and allied products industries.

In September the hiring rate declined somewhat, following the record expansion of August. From 66 per 1,000, the rate dropped to 58 per 1,000, but was still higher than in any other month since September, 1947.

**Trend to voluntary wage increases in U.S.A.**

During the first nine months of 1950, more than a million organized workers in the United States received wage increases, according to the Bureau of Labour Statistics.

The report noted an increasing trend by employers during 1950 to grant voluntary wage increases and to promise additional increases later in the year or in following years.

During September, guarantees of additional increases in 1951 or later were written into 135 settlements affecting some 220,000 workers. In 45 of these settlements, provision was also made for periodic cost-of-living adjustments. An estimated 100,000 workers were affected by these agreements. Promises of a later wage increase and a cost-of-living adjustment have been written into 85 contracts.

Escalator clauses, providing for later automatic adjustments based on the Bureau of Labour Statistics price index, were inserted in 34 additional agreements involving 105,000 workers. There was no promise of separate annual increases in these contracts, the Bureau said.

The report estimated that there were at least a thousand separate wage actions which provided wage increases for over 1½ million employees. The Bureau said that 77 per cent of these workers were employed in manufacturing; 16 per cent in non-manufacturing establishments; and 7 per cent in Federal, state, county and municipal governments. In numbers of

workers involved those employed in metal working were first, followed by the textile group.

About 250,000 clerical and salaried employees (not covered by the terms of union agreements), and production employees in non-union establishments also received increases, the report stated.

**Survey of non-wage labour costs in United States**      The Economic Research Department of the United States Chamber of Commerce recently released a study on non-wage labour costs to industry.

The report is the result of a survey of 690 individual American firms, employing more than four million workers.

The Chamber of Commerce gives three reasons for making its study:—

- “(1) Because of the addition of non-wage costs, the hourly wage rate has ceased to be an accurate reflection of the labour costs of operating a business, or of the income and benefits received by workers.
- “(2) Most of these non-wage benefits are relatively recent innovations. They are growing in importance as both

workers and management place ever greater emphasis on fringe and other non-wage payments. The spread between wage costs and total labour costs will, therefore, widen in the future.

“(3) There is little statistical information available on the size of non-wage benefits. In particular, they are not included in the wage data reported by government bureaus. As a result, government data give an inadequate measure of the labour costs of business.”

Non-wage labour costs as defined in the survey include the employers' share of social security taxes, unemployment compensation, workmen's compensation, railroad retirement pensions, paid rest periods, payments for time not worked, paid holidays and vacations, profit-sharing payments, Christmas or special bonuses and special payments ordered by courts, and payments to union stewards.

According to the report, non-wage payments by industry in 1949 amounted to 16·0 per cent of payrolls as compared to 14·4 per cent in 1947. They averaged 23·7 cents per hour worked, or \$477 per year per employee.

*Non-wage Payments, 1949*

	As per cent of payroll	Cents per hour worked	Dollars per year per employee
25% of firms paid more than.....	20.0%	28.8¢	\$583
50% of firms paid more than.....	14.9	21.5	442
75% of firms paid more than.....	11.0	15.0	312
Mean or average payment.....	16.0%	23.7¢	\$477

The survey shows that non-wage payments are “of considerably more importance to some firms than to others.” However, such payments “amount to a significant cost to business and to an important benefit to workers,” the report said.

**Movement towards equal pay for equal work in U.S.**      Recent publications of the Women's Division of the U.S. Department of Labour describe the progress that has been made in the United States towards the acceptance of the principle of equal pay for equal work. They also outline state equal-pay legislation now in effect and the proposed federal equal-pay law.

A leaflet entitled *Equal Pay for Women Means a Rate Based on the Job—Not on the Sex of the Worker* emphasizes the importance of equal pay to persons in every walk of life. To working women, equal pay is a matter of “simple justice”,

which insures women receiving what they are entitled to for the work they do. To working men, “equal pay affords greater wage and job security. It discourages employers from hiring women for less money, or, as sometimes happens, from replacing men with women at lower rates.” To industry, “equal pay protects fair employers from the unfair competition of those who attempt to use women as undercutters of men's wages.” To housewives, “equal pay means more economic security . . . for it protects the wages of male heads of families.”

Included in the pamphlet are suggestions on what to work for in equal pay bills and what to avoid. As a guide to state legislators and the public, the pamphlet carries a summary of the Bureau's draft, “State Equal Pay Bill.” Briefly the draft prohibits wage discrimination against women on the basis of sex; defines such basic terms as employer, employee and occupations; establishes enforcement powers



of State commissioners of labour; provides for the collection of unpaid wages; provides for the maintenance of records and for reporting by employers; establishes penalties for violations; and preserves the remainder of the law if one section is held invalid.

Reviewing the equal pay movement, a second publication, *Movement for Equal Pay Legislation in the United States*, states that this trend is not a "temporary war-inspired expedient but a sound wage policy, established in some measure for many years, and with a growing body of support behind it."

During World War I, public attention was concentrated on equal pay for women when the War Labour Board enforced the policy of "no wage discrimination against women on the grounds of sex." With World War II, even greater strides were made in the direction of this principle. Confronted by the influx of women into jobs normally open to men, many war industries introduced equal pay. The impetus given this principle during the war has added support to present progress.

Turning to public service, the booklet notes that the Federal Government has recognized the principle of "rate for job" regardless of sex. Under the Classification Acts of 1923 and 1949, a uniform salary is established for each specified grade and class of work, thereby eliminating variation because of sex. Approximately half of the States have Civil Service Systems which include all branches of the State Government, and the practice of equal pay for State employees is generally observed.

About one-fourth of the States have passed equal pay laws specifically on behalf of teachers. Federal equal pay bills in connection with workers in private industry in inter-state commerce have been introduced in the 79th, 80th and 81st Congresses with Department of Labour support.

The importance of women in industry is demonstrated by the constantly increasing proportions of married women and of older women who have employment or are seeking it, the review points out. Of the 17 million women in the labour force in April, 1949, 50.9 per cent were married, 33.1 per cent single, and 16 per cent widowed or divorced. In February, 1950, 43.4 per cent of these women were 35 years or over, whereas before the war only 40 per cent of women in the labour force were in that age category.

The question of Equal Remuneration for Men and Women Workers for Work of Equal Value was on the agenda of the 1950 International Labour Conference

(L.G., Aug., 1950, p. 1155) and will again be considered at next year's Conference.

**Foreman's  
duty to  
plant held  
paramount to  
own interest**

A trial examiner for the U.S. National War Labour Board recently ruled that a foreman's responsibility to his employer may at times "be paramount to his own interest."

The case involved fifty supervisors and guards of a coke plant who had joined in a strike of rank-and-file employees, members of the United Steelworkers of America. The employer discharged them for this action. The foremen and guards thereupon filed charges that they had been dismissed illegally, declaring that they concerted had ceased work for their own mutual aid and protection as well as for the mutual aid and protection of the rank-and-file employees.

The examiner, however, declined to recommend their reinstatement. He found that the strike occasioned a "hazard with possible ensuing damage of a serious and extensive nature to the company's physical plant," and that the company had therefore the right to "rely upon the supervisory personnel to take the place, so far as possible, of the striking rank-and-file employees." He ruled that in this case the responsibility of the foremen and guards to their employer superseded their own interests.

The case was heard under the old Wagner Act, which had been in effect at the time of the strike (1946).

**Mediation  
priority for  
disputes in  
defence  
plants**

Cyrus S. Ching, chief of the U.S. Federal Mediation and Conciliation Service, recently announced a plan whereby the Service could give priority to the conciliation of disputes in

defence plants.

Mr. Ching said that his agency, the armed forces and the Munitions Board, had worked out a system of close liaison and priority designed to maintain a careful watch on labour-management problems, and give immediate assistance wherever needed.

The defence agencies will advise the Conciliation Service of plants receiving contracts, and give other information which might be of value. Area conciliation officers will then observe labour-management relations in these plants. Mr. Ching said that his present staff of 200 conciliation officers would be considerably augmented.

**Wage, price  
control  
agency set up  
in U.S.A.**

Under the provisions of the United States Defence Production Act (L.G., Oct., 1950, p. 1662), President Truman has appointed Dr. Alan Valentine as Administrator of Economic Stabilization.

Dr. Valentine's work will be to plan and develop both short and long-range price and wage stabilization policies. He will also be responsible for creating the necessary organization for their administration. He is empowered to "establish price ceilings and stabilize wages and salaries where necessary."

Mr. Truman also announced establishment of the position of Director of Price Administration, and of a nine-man tripartite Wage Stabilization Board to work under Dr. Valentine. The wage board will be under direction of Cyrus S. Ching, and its members will equally represent labour, management and the public. The price director has not yet been named.

The function of the wage board is to "make recommendations to the Administrator regarding the planning and development of wage stabilization policies and . . . such other functions with respect to wage stabilization as may be determined by the Administrator after consultation with the board."

**Extension  
of social  
security  
in U.S.A.**

Important changes in United States social security legislation were made by legislation approved by the United States Congress in August.

The new law adds about  $7\frac{1}{2}$  million people to the 35 million previously covered by Old Age and Survivors' insurance, makes voluntary insurance available to a further 2 million, liberalizes eligibility conditions and increases benefits by an average  $77\frac{1}{2}$  per cent. In addition, the public assistance program is extended, principally through the establishment of federal aid for needy persons who are permanently and totally disabled. Federal grants to the states for maternal and child health services, for services to crippled children and for child welfare services are also increased.

Coverage under Old Age and Survivors' Insurance is extended to some  $4\frac{1}{2}$  million self-employed persons and to regularly employed farm and domestic workers, although most professional people and certain other groups, including self-employed farmers, are not included. Voluntary coverage is made available to employees of non-profit organizations when the employer and two-thirds of his

employees agree to contribute and to state and local government employees not covered under a retirement plan. Americans employed outside the U.S. by an American employer are now covered and the definition of employee has been extended. The new coverage provisions come into force on January 1, 1951.

Pensions to existing beneficiaries are increased by about 50 per cent in the highest benefit group and by about 100 per cent in the lowest; the average primary benefit for a retired insured worker will be increased from the present \$26 to about \$46. As from May, 1952, pensions for future beneficiaries will be increased through use of a new benefit formula under which pension will be 50 per cent of the first \$100 of average monthly wage plus 15 per cent of the next \$200. It is estimated that under this formula pensions to future beneficiaries during the next ten years will be about 110 per cent higher than would have been possible under previous regulations. Subject to limitation in certain cases minimum primary benefit is raised from \$10 to \$25, and maximum family benefit from \$85 to \$150. The amount a beneficiary may earn in covered employment without loss of benefit is increased from \$14.99 to \$50 and the retirement test at age 75 is eliminated together with increments in benefit for years of coverage. Another revision under which an applicant for benefit must have coverage for only half the number of quarters since 1950, instead of since 1936 as formerly, substantially liberalizes eligibility. Benefits to survivors are also increased from 50 to 75 per cent of the primary benefit in certain cases.

Employers and employees will continue to share costs equally. Contributions by each will be  $1\frac{1}{2}$  per cent of wages until 1953 and will rise gradually until 1970 when they will remain at  $3\frac{1}{4}$  per cent; rates for the self-employed will be one and one-half those for employed persons. The limit on earnings on which benefits are computed and contributions paid is raised from \$3,000 to \$3,600.

In view of the difficulties encountered in attempting to obtain universal coverage under a program where benefits are related directly to contribution record, the Senate unanimously voted \$25,000 for a two year committee study of ways by which coverage could be extended, and of "pay as you go" financing as opposed to the present modified actuarial system.

The original provision in the bill for establishment of a permanent and total disability insurance system did not become law, but a new category of federal-state



assistance to needy, permanently and totally disabled individuals is now to be set up. Under the aid to dependent children program the new law makes benefits available to a disabled mother or other relative with whom the child is living and under the aid to the blind scheme a mandatory exemption of \$50 monthly earned income is provided. Finally the new Act authorizes substantial increases in the important grants administered by the Children's Bureau. The grant for maternal and child health services is raised from \$11 million annually to \$15 million in 1950, and to \$16.5 million thereafter; the grant for crippled children's services is raised from \$7½ million to \$12 million in 1950, and to \$15 million subsequently; and the grant for child welfare services is raised from \$3½ million to \$10 million.

One amendment which was incorporated in the Act, in spite of criticism by President Truman and by labour groups, was the so-called Knowland amendment, relating to federal government contributions to state unemployment insurance funds. The amendment prevents the federal Government from withholding funds from a state which it believes has failed to meet federal unemployment compensation standards until the state's highest court has ruled on the issue in question.

According to the *New York Times* this amendment facilitates strike-breaking, since its net effect is "to permit a state to deny unemployment compensation benefits to a person who refuses to take a job left vacant in a labour dispute, and still collect from the federal government, until the state supreme court decides the case—a matter of three years or so."

#### **Princeton study of lay-off policies and practices**

The Princeton University Industrial Relations Section has published a study by Robert L. Aronson, entitled *Lay-off Policies and Practices*, based on recent experience in collective bargaining in the United States.

The study describes "the problem of handling lay-offs . . . (as) essentially a problem in selection." Management's chief interest is to maintain efficient production, and to keep the most able workers. The union's major problem "is to devise a method of distributing a limited quantity of work among the members of the bargaining unit." The unions "have institutionalized the principle of seniority," the study notes, to handle the situation when lay-offs become necessary.

The report describes the application of seniority, types of seniority units and

factors in choosing these units, the use of displacement and transfers in lieu of layoff and other factors of the lay-off problem.

From his study, Mr. Aronson concludes:—

Unemployment is never satisfactory either for the individual or for society, regardless of the machinery established for handling it. Such measures as dismissal compensation, unemployment insurance, public employment exchanges, community-wide and inter-industry arrangements for transfers of employees between firms, and vocational guidance and training may help to alleviate or even reduce the problem. The most satisfactory lay-off provisions and procedures, it is true, only serve as a means of fairly distributing a reduced amount of work among the employees of particular companies. Policies and procedures with respect to lay-off, transfer, and recall may, however, contribute considerably to the processes of adjustment to change in our economy. To do so in a way that reconciles divergent viewpoints and interests is no mean achievement.

#### **Financing of veterans' housing in U.S.A.**

Almost half the veterans who bought mortgage-financed homes made no down payment, according to a survey made by the U.S. Labour Department, covering nine large-city areas during the latter half of 1949.

The survey is stated to be indicative only of findings in large metropolitan areas, and it did not cover custom-built houses.

Most of the veterans in the survey (7 in 10) made down payments of 5 per cent or less. In contrast, most non-veterans (7 in 10) paid over 15 per cent down.

On the whole, veterans bought less expensive houses than non-veterans, although the modest home was predominant in both groups. Most of the homes (around 60 per cent) were in the price brackets from \$7,000 to \$10,000. Only a fourth of the veterans but half the non-veterans bought houses selling at \$10,000 or more. Among the non-veterans in these large metropolitan places, a relatively small number (something over 10 per cent) had new houses that cost them \$15,000 or more.

Only about 15 per cent of the houses were bought without Government-aided financing.

#### **Quarterly summary of Australian statistics**

Statistics concerning wages, prices, and other information are contained in the latest issue of the *Quarterly Summary of Australian Statistics*.

One section of the quarterly is devoted to employment, unemployment and wages. The figures show a total trade union

membership to the end of 1948 of 1,423,150, as compared with 915,470 in 1939. In this nine year period, there has been a steady yearly increase in the number of trade unionists in Australia.

The figures show a general decline in unemployment among trade union members since 1939. In that year, 9.7 per cent of trade unionists were unemployed. In 1949, reporting unions indicated that 2 per cent of their members were unemployed. For the first three months of 1950 the percentage was 0.8 per cent.

An average of 1,573 people received unemployment benefits each week in the year 1948-49, and in the same period, sickness benefits were paid to a weekly average of 10,560 people.

In July, 1939, there were approximately, 1,700,000 wage and salary earners in Australia as compared with 2,321,200 in July, 1949, and 2,527,000 in March, 1950. There has been a steady increase in wage and salary earners since 1939.

In 1949, there were 849 industrial disputes, involving 3,984 establishments. These disputes involved 264,577 working people both directly and indirectly, and resulted in a loss of close to 1,400,000 working days. The estimated loss in wages was £2,611,536.

At March 31, 1950, the average weekly wage in Australia was 172s 10d. Excluding workers in shipping and agriculture, the average wage was 170s 10d; the average hourly rate was 4s 3½d, and the average work week 39.96 hours. The average weekly total wages paid in the year 1948-49 were 19.4 million pounds, as compared to 10.2 million pounds in 1941-42. The average for the three months to the end of March, 1950 was 21.5 million pounds.

The Australian price indices for six capital cities are computed on the basis of the years 1923-27 equal 1,000. The food and groceries index has risen from 886 in 1938 to 1,473 at the end of the March, 1950 quarter. The housing index, computed for four and five roomed houses has risen from 942 in 1938 to 984 at the end of March, 1950. In Sydney, the index was 1,004 in 1938 and 1,049 in March, 1950. The "all items index" shows a steady increase since 1939. In September, 1939, the index stood at 916, and in March, 1950, it was 1,491.

this year announced the introduction of a technical and vocational training scheme for adult civilians.

The Government's decision to introduce the scheme was in response to public demand for training facilities for civilians, such as were provided in the rehabilitation of ex-service personnel.

Under the scheme two types of training are available: a two-year technical course in all the important engineering and building trades, and a one-year vocational course in selected cottage and small-scale industries. The plan includes six months' apprentice training to provide the trainee with practical experience.

The scheme is jointly sponsored by the Central and State Governments and is integrated with the National Employment Service. It is open to all classes, with 12.5 per cent of the entrances reserved for candidates belonging to the "scheduled" castes. Training is given free of charge, and scholarships providing monthly payments while at training centres are provided for fifty per cent of the trainees. In addition, free medical treatment and other facilities are available. At the commencement, 10,000 trainees are being accepted.

In conjunction with the scheme, the Government has established a central institute for the training of instructors, in consultation with the State governments.

Trainees will, on completion of training, submit to a trade test by a Board of Examiners drawn from industry and Government departments, and successful candidates will be awarded a "National Certificate in Craftsmanship."

In announcing the scheme, the Director-General of Resettlement and Employment said that India's shortage of skilled manpower "might well prove to be a serious bottleneck in the development of the country's industries," unless steps are taken to remedy the situation.

#### **Work of resettling displaced persons to continue**

The way has been opened for the resettlement of 55,000 "new refugees" from behind the Iron Curtain. This has been made possible as a result of a resolution approved by the

General Council of the United Nations International Refugee Organization, according to a Geneva dispatch to the *New York Times*.

The Council's action removes the deadline of October 15, 1949, which marked the last date on which a refugee could register with the IRO for resettlement. Many persons who have arrived in the West since the deadline date, with no visible means

#### **India institutes vocational training scheme**

With the three-fold object of ensuring a steady supply of skilled industrial workers, improving quality and quantity of production, and reducing unemployment, the Government of India earlier



of getting to new homes outside Europe, will be eligible, subject to the usual personal qualifications, for transport in IRO ships.

Since July, 1947, when the IRO took over the post-war displaced persons problem from UNRRA, the organization has maintained a daily average of 721 persons transported from "DP" camps to new homes in countries around the world. In the three years, some 1,500,000 refugees have been assisted. Of these, 70,253 were repatriated and 790,398 were re-established in new homes. Over 90 per cent of the refugees resettled came from IRO camps in Germany, Austria and Italy.

Canada in this period has accepted 86,789 refugees.

Persons resettled during the past fiscal year ended June 30, 1950, totalled 264,079, a decrease of over 53,000 from the previous year. The drop is attributed to a slackening off of Jewish emigration to Israel, and the immigration programs of Canada, Brazil and Argentina.

Refugees receiving full care and maintenance at the end of June, 1950, had declined from the July 1, 1947, figure of 719,588 to 248,441. Eighty-four per cent were located in Germany, Austria and Italy. The July total included 11,745 refugees in staging and embarkation centres awaiting departure for resettlement. In addition, 291,138 registered refugees were being provided with IRO legal or political protection, resettlement or repatriation services.

#### **World Conference planned for white collar workers**

The International Confederation of Free Trade Unions is planning to hold a world conference for "white collar" workers at ICFTU headquarters in Brussels, April 18-21.

The conference will consider conditions of employment, organizational problems, and establishment of an international trade secretariat for non-manual and professional workers.

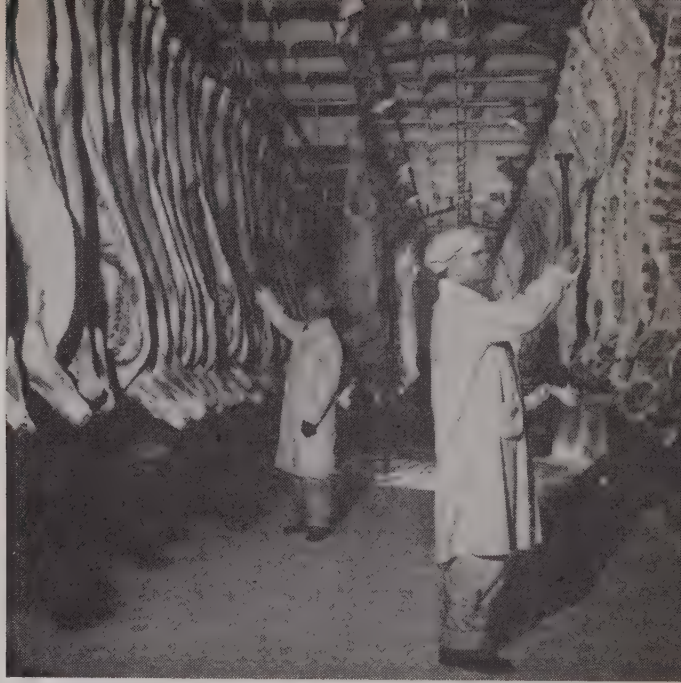
# *Collective Bargaining Contracts in the Canadian Meat Packing Industry*

This is article Number 11 in the series *Collective Agreements Studies*, prepared in the Economics and Research Branch of the Department of Labour.





At right: Packing plant workers stamp and tag beef which has been graded by a Federal Government grader.



*Labour organization in the Canadian meat packing industry developed rapidly during the war years, until at present almost 80 per cent of eligible employees are covered by collective bargaining agreements.*

*Agreements in this industry show more uniformity than do the contracts in many other mass production industries. Three contracts covering the majority of workers are signed by the United Packinghouse Workers of America with the largest companies. The remainder are almost all negotiated by the same union and have many similarities with the larger contracts.*

*The following article describes the provisions in meat packing agreements relating to such matters as wages, hours, guaranteed weekly earnings, overtime, seniority, vacations, holidays, union membership, and settlement of grievances.*

Almost eighty per cent of the eligible employees in meat packing establishments across Canada are covered by terms of collective bargaining agreements. Of an estimated seventeen thousand production and maintenance workers, fourteen thousand are under agreements, those omitted being for the most part employed in relatively small plants. Thirty-nine current agree-  
←

**At left: Workers in the meat packing industry—top, boning hams; left, packing poultry in cardboard boxes for delivery to butcher and grocery stores; right, Government meat inspector checking bolognas.**

ments were available for study. The majority apply to single plants and cover an average of less than 125 employees,<sup>1</sup> but three cover 9,500 workers in establishments operated by Canada Packers, Swift Canadian Company and Burns and Company, the largest firms in the industry.

Activities of meat packers include the buying and slaughtering of meat animals and the preparation, packing and canning of meat products. In addition to meat production, residual materials give rise to such products as lard, shortening, tallow, oils,

<sup>1</sup> Sixteen agreements apply to bargaining units of from 100 to approximately 700 employees; twenty apply to units of 100 employees or less.

soaps, fertilizers, hides and bristles. The minute division of tasks employed has reduced the majority of individual job assignments to a single operation, but cutting skill remains a prerequisite to a large number of jobs.

Employees directly engaged in production tasks; maintenance workers such as engineers, firemen and electricians; men employed in company stockyards; and truck drivers are generally covered by collective agreements. Supervisors, office workers, buyers, salesmen and confidential employees are excluded from bargaining units. The United Packinghouse Workers of America (CCL-CIO) is the recognized representative of approximately ninety per cent of the organized employees and is the negotiator of agreements on their behalf.

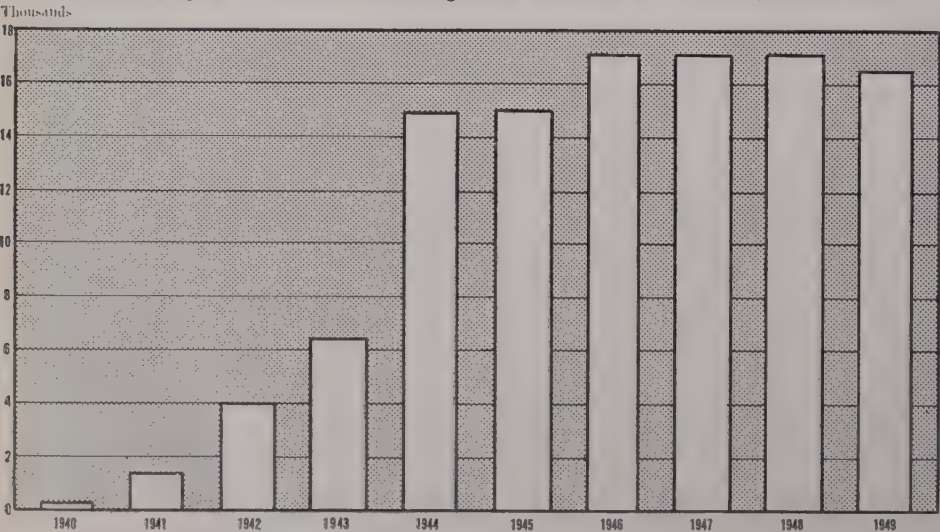
The rise of the UPWA to its present position in the industry has taken place within the past decade, but union activity dates to the turn of the century. The Amalgamated Meat Cutters and Butcher Workmen of North America (TLC-AFL) had some early success in organizing Canadian packinghouse workers, particularly from 1919 to 1922. Although further organizing attempts were made by various groups, little was accomplished until the time of the Second World War. After 1939 the Packinghouse Workers' Organizing Committee laid the foundations for the present United Packinghouse Workers of America which replaced the Committee in 1943. This group was not alone in its work for coincident with the early expansion of the UPWA, local unions of packinghouse workers were chartered, first, by the Trades and Labour Congress of Canada and, subse-

quently, by its member national union, the Packinghouse Butchers and Allied Workers' Union. These have since been replaced by the UPWA and the Amalgamated Meat Cutters and Butcher Workmen's Union.

Negotiations between the three principal companies and the UPWA were first at the plant level but, with the later development of the union, it began to press for industry-wide bargaining. Progress in this direction was made in 1944 and in 1945 when certain contract adjustments were made for all establishments of the "big three" companies and a common expiry date for the individual plant contracts was adopted. Following this, company-wide bargaining for the agreement of each company took place in 1946 and since that time agreements signed with each of Canada Packers, Swift Canadian Company and Burns and Company have applied to all their meat packing establishments. The remaining thirty-six agreements in the industry cover more than 4,300 workers, the majority having been signed by UPWA locals. Approximately 10 per cent of the workers are covered by collective agreements negotiated by unions other than the UPWA including the Amalgamated Meat Cutters and Butcher Workmen's Union, which again chartered locals in Canada in 1945, and a number of independent local unions.

Almost all packinghouse contracts are effective for a one-year or a two-year period. Regardless of duration, agreements are automatically renewable on a yearly basis after the initial term unless, within thirty to sixty days before the annual expiry date, one party serves notice of its desire to negotiate changes. Those which initially

**Membership in the United Packinghouse Workers of America, 1940-1949**





run for two years usually permit adjustments of the wage scale once during their terms.

The conditions of employment set forth in the contracts can be broadly classified in three divisions, working conditions, union membership and settlement of differences. So grouped, clauses of the agreements are discussed in the following sections.

## Working Conditions

Rules for plant working conditions agreed upon in collective bargaining affect such matters as wages, hours and overtime, seniority, vacations and statutory holidays. Certain aspects of plant operation are subject to "management rights" clauses in all but two agreements. These clauses vary, but, in general, they specify that, subject to the terms of the agreement, the companies retain the right to manage the business; to determine the products manufactured, the methods and scheduling of production; to hire, promote, transfer, discharge for cause and otherwise direct the working force.

**Wages**—(See Table 1). Clauses regarding rates of pay for hourly paid and weekly paid workers are included in the agreements. The large majority of employees covered by agreements are paid by the hour. Inclusion of an occupational rate schedule is relatively uncommon, only fourteen smaller contracts having such a schedule. Nevertheless, many agreements state that wage schedules are available for reference, presumably for purposes of adjusting grievances. Among the few contracts containing a wage schedule, one standard rate for each job classification is generally quoted. Only three provide a range of rates according to length of service. Generally, wage provisions in the contracts examined provided for a cents-per-hour or percentage increase above previous rates. Basic minimum rates for male and female labour are usually indicated and constitute the only reference to wage rates in the contracts of a small minority of workers.

New employees are usually required to work for a time at below standard rates, although the length of time is not clear in all contracts. These rates vary between  $2\frac{1}{2}$  and 11 cents an hour below regular job rates and may apply for a period of from one to six months. Four cents below regular rates was the most common hiring rate found. Under six contracts, in which the qualifying period is relatively long, new employees receive periodic increases until the basic rate is reached. In most cases newly hired employees apparently receive starting rates until the qualifying period is completed.

# 1950 CONTRACT CHANGES

This study of collective agreements in the Meat Packing Industry is based on the agreements in effect prior to August 1, 1950. Since completion of the analysis, information has been received in the Department concerning revised two-year agreements, effective August 1, 1950, which were negotiated between the "Big Three" meat packing companies, Canada Packers Limited, Swift Canadian Company Limited and Burns and Company Limited, and the United Packinghouse Workers of America. Major changes between the three new contracts and those included in the analysis are as follows:—

## WAGES

Increased 7.4 per cent effective August 1, 1950, with a further three cents per hour increase to become effective August 1, 1951.

Wage rates to be adjusted periodically according to changes in the official cost-of-living index from a base of 167.5 (rates adjusted one cent for each 1.3 point change in the index).

## HOURS

Reduced to 42 per week in most plants of two companies, and to 40 in plants of the remaining company.

Guaranteed work week reduced to 36 hours in all plants.

## STATUTORY HOLIDAYS

Employees required to work on a statutory holiday will be paid  $1\frac{1}{2}$  times their regular rate in addition to holiday pay.

## VACATIONS

Third week of vacation after 15 years of service for all employees.

## UNION DUES

In two of the companies new employees must pay dues to the Union commencing on the first pay day of the second calendar month following employment.

The computation of wage rates for employees performing more than one task is dealt with in contracts covering more than one-third of the employees subject to collective agreements. Workers in meat packing may be called upon to perform several tasks in a day owing to production requirements and it is provided that the wage for the highest rated job worked will be paid if 75 per cent or more of working time is spent on that job. Otherwise actual time worked on the highest rated job is paid for at its rate and the time remaining at the rate of the next highest paying job.<sup>2</sup> These clauses occur frequently in agreements of larger firms, but are not commonly found in the contracts of smaller firms. It seems probable that the performance of several tasks raises a greater problem in larger firms having greater job specialization.

Wage adjustments for workers transferred from one principal job to another are dealt with variously in the contracts. Some state that an employee permanently transferred to a higher rated job be paid the higher rate when qualified. Normally, the qualifying period is limited to six weeks. On permanent transfer to a lower rated job, a number of agreements, particularly those of larger companies, provide for payment of the former rate over six weeks. Clauses referring to temporary transfers specify that employees transferred on a temporary basis to higher rated jobs must be paid the higher rate, while on similar transfers to a lower rated task, the previous rate is paid.<sup>3</sup>

Five cents is added to basic hourly rates for night work under contracts applying to

a large majority of meat packing workers. The night bonus is paid for hours worked between 6 p.m. and 6 a.m. under nearly all of the contracts. A few call for payment between 4 p.m. and 4 a.m. This clause is the only direct reference to shift work under many of the contracts, and it appears that shift work among production workers is not common. Certain groups of employees are classified as "continuous shift operators" including such workers as oilers, engineers, firemen and tankmen, and work on a shift basis, but the schedule of shifts and daily hours is not generally given.

An employee who, owing to circumstances beyond his control, is dismissed for the day without completing four hours is entitled to four hours' pay under the majority of minimum call pay provisions. A very few contracts specify a three-hour minimum. Employees called to work outside of normal working hours are frequently covered by a separate minimum pay provision. For the largest number of workers this minimum is four hours at the regular rate of pay. Other minima in order of importance are time and one-half for the hours actually worked or four hours at the regular rate, whichever is larger; the actual time worked at time and one-half plus additional time at the regular rate required to make three hours; four hours at the overtime rate; and three hours at the regular rate.

**Hours and Overtime**—(See Table II). Although the largest number of contracts call for a forty-five to forty-eight-hour week, the majority of workers under packing-house agreements are scheduled to work a maximum forty-four-hour week. Daily hours, days per week, starting and quitting times are infrequently detailed. More commonly, weekly limits are stated with the added stipulation that hours per day must not exceed a given number, usually eight or nine. Within these limits, hours schedules for various plant departments are to be drawn up. From contracts which do supply more detail on daily hours, it is evident that all employees in a plant do not work the same number of hours in the day or the same number of days in the week, some being scheduled to work five days a week, others five and one-half days and shift operators, six days.

Hours schedules may be altered in ten agreements affecting approximately 8,600, or more than sixty per cent, of the workers. It is usually specified that contemplated changes will be discussed with the union and that changes will not be made effective until after seven days' notice in the case of gang schedules or twenty-four hours' notice for an individual employee.<sup>4</sup>

<sup>2</sup> A representative clause reads.—"The term 'base rate' shall mean the rate set down for a specific labour operation under the base rate schedule. The term 'job rate' shall mean the rate determined by a combination of base rates applicable to the work performed by the employee, and the job rate shall be determined as follows:

The two highest base rates shall be used; the highest rate at the actual time worked and the second highest rate for the remainder of the time worked;

When an employee spends 75 per cent or more of his time on the highest rated job, then the highest base rate shall become the job rate."

<sup>3</sup> Examples from contracts:

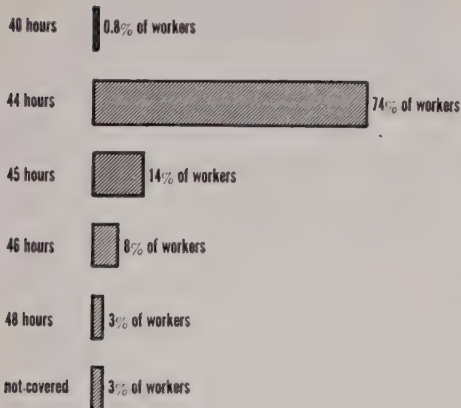
(a) "If an employee is transferred permanently to work where the job rate is higher, he shall receive the higher rate when qualified in the opinion of the foreman. If an employee is kept on work where the job rate is higher for a period of six (6) consecutive weeks such a transfer shall be considered permanent.

(b) "If an employee is permanently transferred from work where the job rate is higher his rate shall not be reduced for a period of six (6) weeks including lay-off, after which the lower rate shall prevail.

(c) "When an employee is required temporarily to fill a higher rated job, he shall receive the higher rate, but if required temporarily to fill a lower rated job, he shall receive his regular rate."



### Length of Work Week—Meat Packing Agreements



Uneven deliveries of livestock to packing plants results in irregularities in production schedules and hours of work. To avoid consequent hardships on workers, there is a minimum guarantee of weekly pay equal to a stated number of hours. The usual guarantee is  $36\frac{1}{2}$  or  $37\frac{1}{2}$  hours' pay, but in a number of contracts it is as high as 40 hours.<sup>5</sup> The latter applies where the standard work week is longer than 45 hours.

Application of the "minimum guarantee" is detailed in most contracts. Though some variations occur, the following provisions are commonly found. First, the companies are frequently free to adjust gangs, distribute work between departments and to transfer employees. Part time and casual workers are normally excluded from the guarantee. Lateness or absence is to result in a proportionate reduction in the guarantee. Also, a reduction will be made during the first week of employment for employees hired after the beginning of the week. An employee is not entitled to any guarantee for the week in which he quits or is discharged, but one who is laid off is entitled to the guarantee for the week in which notice is given. Agreements usually require

<sup>4</sup> "The present schedule may be altered from time to time as the exigencies of the business require. The Company, however, agrees that except by mutual consent, no gang's schedule shall be changed without 7 days' notice, and, no individual's schedule without 24 hours' notice. . . . The Union will be consulted before a change is made in a gang's schedule, or when feasible, in an individual's schedule. If a change of schedule involves a reduction in take-home pay, it shall be subject to grievance procedure".

<sup>5</sup> "The Company guarantees to each full-time (excluding thereby part-time employees and casual employees) hourly paid employees, pay equivalent to thirty-seven and one-half ( $37\frac{1}{2}$ ) hours of work at his regular rate of pay for each week at work for the Company. . . ."

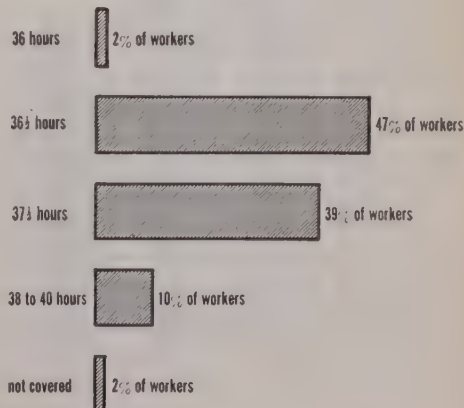
that notice of one day for each six months of service be given to employees who are to be laid off. Pay received for statutory holidays not worked is normally considered as part of the guarantee.

Daily rest periods are discussed in most contracts, ten minutes twice a day being the usual contract provision. Where one rest period is specified, the duration is normally fifteen minutes.

Although the arrangement and duration of meal periods is not generally covered, a provision in contracts applying to approximately two-thirds of the employees states that workers may not be required to work more than five or, in some cases five and one-half hours, without having time for a meal. Agreements covering a somewhat larger number of workers specify that employees working overtime are entitled to a meal period within a stated time, usually one or one and one-half hours after overtime starts. Approximately one-half of the latter stipulate that workers will continue on pay during the overtime meal period, limited to twenty or thirty minutes, and that the company will supply the meals.

Hourly rated employees covered by the contracts analysed are paid one and one-half times regular rates for overtime work. Practically all of the agreements stipulate that overtime rates will be paid for hours worked in any day outside of daily scheduled hours. While a number of these state that overtime may be calculated on a daily or a weekly basis, only a few outline the method of calculation in detail. These require that overtime be calculated for hours worked in excess of scheduled weekly hours and separately for hours worked in excess of scheduled daily hours during the week, the larger of the amounts to be paid.

### Guaranteed Weekly Earnings—Meat Packing Agreements



Overtime for weekly rated employees may be handled similarly to that for hourly rated employees by reducing weekly rates to an hourly basis. However, nine agreements, two of which are "big three" contracts, state that weekly paid employees will be allowed compensatory time off which may be accumulated.

A clause contained in nine contracts covering 8,700 workers, approximately three-quarters of whom are employees of two of the largest firms, makes overtime following a late start in the working day subject to a separate provision. When, owing to a late start, it becomes necessary to work beyond scheduled quitting time, time and one-half will be paid after a stated period even though the employee may not have worked the full number of daily hours. One or one and one-half hours after the normal stopping time, depending on the individual contract, is the usual period set for this purpose.<sup>6</sup>

Hours worked on the seventh day of the week are governed by a separate overtime provision in 33 of the 39 agreements. More than 13,000 employees under 30 contracts receive double the regular rate of pay for hours worked on a Sunday or other rest day in place of Sunday. Somewhat more than 600 workers under three contracts receive the regular time and one-half overtime rate.

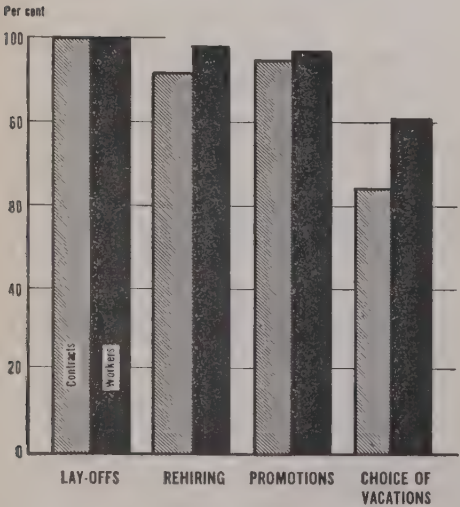
**Seniority**—(See Table III). Employees covered by all meat packing agreements are subject to seniority provisions. Seniority, although not normally acquired until employees have completed a probationary

period, dates from the time of hiring. The probation period may be as short as one month or as long as one year, being in the majority of contracts, three months or less. A worker is usually placed on a seniority list for the department in which he works. Departmental employees, after an additional period of employment, also acquire plant seniority. The length of service required before plant seniority is attained ranges from three months to three years, but in the majority of contracts it is nine months.<sup>7</sup> Only in small bargaining units is an employee placed on a seniority list for the entire plant on completion of the probationary period.

Subject to an employee's skill and ability to perform tasks assigned to him, seniority applies in lay-offs, in rehiring after a lay-off, and in promotion. Seniority is also to be considered under many contracts when arranging vacation schedules.

Lay-off rules in establishments having plant seniority require that employees be laid off in order of their accumulated seniority, after first discharging probationers, part-time and casual labourers. Rehiring is in the reverse order. In plants having both department and plant seniority the system is more complicated, and varies between contracts although the intent in all cases is to retain workers with plant seniority until others have been laid off. When employment is to be reduced in a department, employees with seniority in that department are laid off in order. Employees in the affected department who have plant seniority may usually displace workers with department seniority elsewhere in the plant. Thus a common order of lay-off in packinghouse contracts is, (1) part-time employees, casual workers and

**Application of Seniority—Meat Packing Agreements**



**<sup>6</sup> Example:**

"When, by reason of a late start, it is necessary to work beyond scheduled quitting time, the Company agrees to pay one and one-half (1½) times his regular rate to an hourly rated employee required to work after expiry of one hour beyond his scheduled quitting time, even though he may not then have worked the full number of hours scheduled for the day. The Company similarly agrees to pay to an hourly-rated employee one and one-half (1½) times his regular rate for any hours he may be required to work before his scheduled starting time".

**<sup>7</sup> Examples:**

- (a) "An employee's seniority rights shall become effective when he has twelve (12) weeks of service within any six-month period and has received in each such week pay at least equal to the guaranteed payment. . . ."
- (b) "The Company shall maintain seniority lists showing those employees who have plant seniority, and those who have seniority in each of the seniority divisions."
- (c) "Seniority shall be on a divisional basis until an employee has completed nine months of seniority service."



**TABLE I.—WAGE PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Agreements Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Wage Scales—</i>		
Wage Schedule with agreement.....	14	870
Basic Minimum labour rates only, no schedule.....	4	280
Across the board increase over previous rates, no schedule.....	17	11,920
Existing rates to remain in effect, no schedule.....	4	930
<i>Hiring Rates—</i>		
Lower than regular rates.....	31	
Regular rates apply after stated period.....	25	
Hiring rates not mentioned.....	8	
<i>Composite Rates, Performance of More than One Task—</i>		
75% or more of time spent on highest rated task—all time at rate for that task.....	6	5,500
Less than 75% of time spent on highest rated task—actual time on highest rated at that rate, remainder at second highest rate.....	6	5,500
<i>Transfer Rates—</i>		
Permanent to higher rated job—paid higher rate when qualified.....	7	2,850
Permanent to lower rated job—paid former rate for six weeks.....	8	5,700
Temporary to higher rated job—paid higher rate immediately.....	12	5,950
Temporary to lower rated job—paid former rate.....	10	3,600
<i>Shift Bonus—</i>		
Five cents per hour.....	27	12,880
No mention.....	12	1,120
<i>Minimum Call Pay—</i>		
Four hours at regular rate.....	26	12,790
Three hours at regular rate.....	3	75
Clause covering call outside regular hours.....	23	12,465

**TABLE II.—HOURS AND OVERTIME HOURS PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Agreements Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Standard Weekly Hours—</i>		
44 hours or less.....	17	10,440
45—48 hours.....	19	3,520
No mention.....	3	40
<i>Guaranteed Weekly Hours—</i>		
36—38 hours.....	25	12,420
33—40 hours.....	5	1,350
No provision.....	9	230
<i>Overtime—</i>		
For hours worked outside of scheduled hours.....	37	13,880
Daily.....	19	9,220
Daily or weekly.....	18	4,660
For hours worked after standard weekly hours.....	2	120
<i>Rest Periods—</i>		
Two rest periods per day.....	22	10,350
One rest period per day.....	3	210
Existing practice to be retained.....	2	2,700
No mention.....	12	740
<i>Meal Periods—</i>		
After stipulated number of regular hours.....	18	8,900
After stipulated number of overtime hours.....	12	9,290

probationers, (2) employees with department seniority in the department being reduced, (3) employees with department seniority in other departments, and, (4) employees with plant seniority. In rehiring the order is commonly, (1) employees with plant seniority, (2) employees having department seniority in the department being increased, and, (3) employees with department seniority in other departments.

To avoid large temporary lay-offs, the possibility of reducing working hours is con-

sidered in eighteen contracts applying to 9,000 workers. By such clauses companies agree to investigate the possibility of reducing the hours of work.

Seniority governs promotions, where skill and ability are relatively equal, under a large proportion of contracts. The normal procedure, where combined department and plant seniority prevails, is promotion within departments. Almost all such contracts contain a clause covering the seniority of employees transferred to different depart-

**TABLE III.—SENIORITY PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Agreements Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Probationary Period—</i>		
Less than three months.....	8	3,280
Three months.....	17	8,970
More than three months and less than one year.....	10	1,630
No mention.....	4	120
<i>Type—</i>		
Department and Plant seniority.....	16	12,400
Plant seniority only.....	14	980
Not stated.....	9	620
<i>Application—</i>		
In lay offs.....	39	14,000
In rehiring.....	36	13,710
In promotions.....	33	13,570
In choice of vacation period.....	25	11,350
<i>Promotions—</i>		
Vacancies to be posted.....	11	8,620
Temporary until employee qualifies.....	12	6,280
Promoted employees to have reasonable qualifying period.....	4	2,680
<i>Seniority Status Retained, Allowable Breaks—</i>		
To maximum of two years depending on service.....	6	8,080
To maximum of one year depending on service.....	7	650
One year for all employees.....	8	3,530
Less than one year for all employees.....	8	580
Period indefinite.....	4	730
No mention.....	6	430
<i>Allowable Breaks, Extension for Sickness—</i>		
To two years.....	7	6,020
Period indefinite.....	15	1,100
No mention.....	17	6,880
<i>Allowable Break, Leave for Union Business—</i>		
Full time union officials, duration of contract.....	17	11,840
Full time union officials, duration indefinite.....	8	570
Other union representatives, limit 30 days.....	3	2,490
Other union representatives, duration indefinite.....	8	470
<i>Allowable Breaks, Leave for Personal Reasons—</i>		
One year.....	5	5,880
Three months.....	5	3,390
Duration not stated.....	18	3,950
No mention.....	11	780
<i>Reasons for Loss of Seniority—</i>		
Voluntary quit or discharge.....	35	13,580
Absence without permission for stated period.....	13	7,000
Failure, upon notification, to return to work within reasonable period...	33	13,500



ments. Upon transfer, the employee retains his seniority in his old department for a period of from three to four months, after which his accumulated seniority is transferred.

In order to facilitate promotions, several agreements stipulate that vacancies, except those which must be filled immediately, be posted to allow interested employees opportunity to apply. Employees promoted are on probation in some cases until satisfactory qualifications for the new job are demonstrated. Other contracts merely state that

a promoted employee must be given a reasonable time in which to qualify. In neither case is the qualifying period limited, apparently being left to the judgment of the company, subject, of course, to a possible grievance.

Most employees under collective agreements in the industry retain seniority during periods of non-employment caused by lay-off or sickness and during leaves-of-absence. Terms of the majority of contracts specify either that seniority will be retained during non-employment for a period dependent on

**TABLE IV.—VACATIONS WITH PAY AND STATUTORY HOLIDAYS PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Contracts Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Duration of Annual Vacation—</i>		
One week after one year of service.....	37	13,830
Two weeks after one year of service.....	2	160
Two weeks after three years of service.....	2	240
Two weeks after five years of service.....	35	13,600
Three weeks after ten years of service.....	3	340
Three weeks after fifteen years of service.....	6	750
Three weeks after twenty years of service.....	22	12,550
<i>Other Vacation Provisions—</i>		
Proportionately shorter vacation for less than one year of service.....	13	8,670
Vacation allowance pro-rated on continuous employment.....	19	12,570
Vacation allowance on separation.....	25	13,300
Allowance for statutory holiday within vacation.....	18	12,890
<i>Statutory Holidays with Pay Annually—</i>		
Eight.....	35	13,910
Less than eight.....	4	90
<i>Pay Rates for Work on a Statutory Holiday—</i>		
Double time.....	31	10,800
Double time and one-half.....	5	3,060
Other.....	3	140

**TABLE V.—UNION MEMBERSHIP PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Contracts Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<i>Compulsory Union Membership—Type</i>		
Maintenance of Membership.....	25	12,730
Union Shop.....	5	480
No clause.....	9	790
<i>Check Off—Type</i>		
Voluntary Revocable.....	18	11,920
Voluntary Irrevocable.....	3	730
Voluntary (No clause covering revocation).....	6	640
Compulsory.....	6	530
No mention.....	6	180

length of service or that seniority will be retained for a uniform period for all employees. Under the first of these, an employee with less than one year's service will be retained on the seniority list for a stated number of months or for a period equal to a percentage of his accumulated service. Between one and two years' service will entitle the employee to retention of seniority during a stated longer period or for a period equal to his length of service. After two years of service the maximum break in employment, without loss of seniority, is frequently two years. Absence owing to sickness receives additional con-

sideration under many contracts. Under agreements affecting a substantial portion of the labour force, seniority will be retained up to two years during sickness even though an employee may not qualify for a break of such length under other contract terms. Others state that an employee will not lose his seniority during illness, but the period is not limited.

Leaves-of-absence without loss of seniority of two types are dealt with in the great majority of agreements; for union business and for personal reasons. The number of employees permitted leave to take up full time union positions in most cases is

**TABLE VI.—SETTLEMENT OF DIFFERENCES PROVISIONS IN THE COLLECTIVE AGREEMENTS OF THE MEAT PACKING INDUSTRY**

*Number of Agreements Containing such Clauses and Number of Workers Covered by Them*

Contract Provisions	Number of Agreements	Number of Workers Covered
<b>Work Stoppages</b>		
<i>Strikes and Lockouts Prohibited—</i>		
During life of contract and renewal negotiations.....	12	8,740
During life of contract only.....	9	770
Until all procedures adopted for the settlement of disputes have been exhausted.....	14	4,170
No mention.....	4	320
<i>Other Provisions—</i>		
No strike vote during term of contract and renewal negotiations until dispute settlement procedures exhausted.....	5	8,040
Essential operations to continue in event of strike.....	7	2,940
<b>Grievances</b>		
<i>Definition—</i>		
Grievance not defined.....	14	6,710
Interpretation and application of agreement and other disputes relative to employer-employee relations.....	15	6,450
Interpretation and application of agreement only.....	10	840
<i>Grievance Handling—</i>		
Provision for union stewards.....	36	13,630
Provision for union grievance committee.....	32	13,590
Provision for assistance of outside union representative at later stage.....	19	9,650
Provision for referral to company head office and national union before arbitration.....	8	7,720
<i>Other Grievance Provisions—</i>		
Employee may handle grievance without union assistance.....	3	410
Presence of a complaining employee may be required at all stages.....	7	6,440
Special procedure for handling dismissals.....	28	12,640
Retroactive provision for pay grievances.....	20	12,200
Company may initiate grievances.....	12	6,450
Special procedure for alleged violation of contract.....	12	8,880
<i>Grievance Pay during Working Hours—</i>		
Regular pay for limited number of hours (Grievance Committee).....	7	6,220
Regular pay for all time.....	5	3,000
Union representatives not paid.....	2	250
No mention.....	25	4,530
<i>Arbitration—</i>		
Arbitration last stage in grievance procedure.....	31	13,360
Arbitrators to be guided by contract in reaching decisions.....	17	11,810
Each party bears expense of its representative and expenses of chairman borne equally.....	18	12,290



limited to one or two in each plant. Other employee representatives engaging in union business outside the plant may obtain leave as shown in table III, the number granted such leave being frequently determined in negotiations between the unions and the companies. Companies also agree to grant leave for personal reasons for durations shown in table III.

Reasons for immediate loss of seniority are contained in a large proportion of the contracts. Either two or three days of absence without permission will result in loss of seniority. Failure, upon notice, to return to work after a lay-off, or to advise the company of an intention to do so, within forty-eight hours will result in loss of seniority, although in a small number of contracts the time limit is set at a "reasonable time". Where it is urgently required to fill a vacancy, companies generally need not be guided by the forty-eight hour or "reasonable time" provision, but can go down the seniority lists until another suitable laid-off employee is located. Workers so rehired retain their positions, but a senior employee who was not located is to be re-employed on the next available position without loss of seniority provided, after receipt of the notice, he informed the company of his desire to return to work.<sup>8</sup> Furthermore, contracts place no obligation on the companies to trace an employee. A communication directed to the last known address of an employee is considered sufficient notice.

**Vacations with Pay**—(See Table IV). All employees covered by collective bargaining agreements are entitled to annual paid vacations, the length of which depends on accumulated service. The most common arrangement is one week's vacation after one year's service, two weeks after five years and three weeks after twenty years. Female employees under most of these are granted the third week after fifteen years of service.

Reference to the method of computing vacation pay states, in the majority of cases, that hourly rated employees are to receive pay for the basic weekly hours at regular

hourly rates and weekly paid employees receive regular weekly rates. Only a few contracts in smaller plants base vacation pay on a percentage of earnings during the previous year.

Service for vacation purposes is generally computed as at a fixed date commonly referred to as the "cut-off" date. For example, assuming May 1, to be the "cut-off" date, employees with one year of service but less than five at that date will receive one week's vacation according to most contracts. But a substantial proportion of the agreements provide that an employee who has not completed one year of service at the "cut-off" date will receive a vacation proportionate in length to his service.

Vacation allowances or service credits for vacation purposes are related to actual time on the payroll during the year. Total service for vacation purposes may be reduced by an amount equal to any time lost during the year but more frequently vacation pay is proportionately reduced. However, certain absences may be allowed without effect on subsequent vacations. While permissible absences vary between contracts, vacations will not normally be reduced for absence with permission up to a limited number of days, for absence owing to illness or accident for a stated number of weeks, or for absence of limited duration while on authorized leave.<sup>9</sup>

Other frequently found provisions relating to vacations deal with vacation allowances on separation and extra allowances for statutory holidays occurring in vacation periods. Employees leaving the service of a company are entitled to pay for existing vacation credits. An employee leaving a company with six months of such service will receive one-half his normal vacation pay. Nearly all of these contracts stipulate that discharge for cause cancels unused vacation privileges. For a statutory holiday within a vacation period, most companies may either grant an extra day with pay or an extra day's wages.

<sup>9</sup> For Example:

"Vacation pay for each week of vacation for hourly rated employees shall be the basic weekly hours at the regular hourly rate (weekly paid employees, the weekly rate) prorated on the number of weeks of earnings for which vacation pay has not been granted in the 12 months . . . immediately preceding the cut-off date."

"Leave of absence not exceeding . . . weeks shall be regarded as weeks of earnings. In the case of illness certified by a practicing Physician or Surgeon an employee, upon his return to the service of the Company, shall receive vacation credit for each week of illness, not to exceed . . . weeks, as if earnings had been received. An employee upon his return to the service of the Company after a compensable accident shall be granted vacation credit as if earnings had been received."

<sup>8</sup> Sample clause:

"In urgent cases, however, where it is necessary to secure workers at notice of less than 48 hours, the Company, if unable to make contact with the senior eligible employee, may recall the next senior employee and so on down the list, until the vacancy is filled. Employees rehired under such circumstances shall retain the positions to which they are appointed, but provided the employees with whom the Company was unable to communicate in time later within 96 hrs. advise the Company of their desire to return to the Company's employ, they shall retain their seniority and shall be eligible for recall on the next occasion of a vacancy in a position for which they possess the required ability."

**Statutory Holidays**—Eight statutory holidays with pay are to be observed annually according to the majority of packing house agreements. Employees required to work on any of these days receive premium rates for hours worked. Normally workers must be present on the day before and the day following a statutory holiday to qualify for pay, except if absent with permission of the company.

**Miscellaneous**—Twenty-four agreements covering 12,400 workers make reference to employee benefit plans. Only a minor number contain details of the plans, most agreements merely stating that employees are entitled to sick pay or other benefits under a health and welfare plan. However, details of sick pay are given in five agreements under which an employee will receive either one-half his normal wages for a period of time proportionate to his service or full wages for a short period of time, depending on the individual contract.

Safety is a subject of nearly all the agreements. A clause by which the companies agree to make all reasonable provision for the safety of employees during working hours is common. Five of the smaller contracts provide for the setting up of union-management safety committees. In addition, a number specify that certain safety devices, not including personal items of clothing, will be supplied to employees by the companies where necessary.

Other clauses relating to working conditions and found variously throughout the contracts include such matters as provision of working clothes at cost, free laundry service and reasonable time for tool sharpening.

## Union Membership

Employees under agreements are not generally required to become union members as a condition of employment. Only five contracts applying to an average of 96 workers each contain a union shop provision. However, maintenance of membership clauses under which union members are obliged to remain so for the life of a contract are common. Most of these allow employees to withdraw from the union during a short period, normally two weeks, before the annual expiry date.<sup>10</sup> Supplementing maintenance of membership clauses, fifteen contracts covering more than 11,000 workers, contain a provision designed to assure freedom of action to employees respecting union membership.<sup>11</sup> (See Table V).

Check-off provisions are almost universal in packinghouse agreements, only six cover-

ing very small bargaining units not having some form of dues deduction. The voluntary revokable check-off, by which any employee who authorizes the company in writing to do so will have his union dues deducted from his pay, is generally applicable. Individual employees may later rescind such authorizations. Contracts frequently outline the form of authorization to be used; the times at which, and the union officer to whom, the company will turn over amounts deducted; and the maximum dues that the union will charge for purposes of the check-off.

**Bulletin Boards**—In order that the union can more effectively transmit information to its members, twenty-eight of the contracts affecting 13,200 workers, specify that the union has the privilege of posting notices of meetings and other matters of business on bulletin boards within the plant. Usually notices must be approved by management before posting.

## Settlement of Differences

Methods for disposing of contract interpretation differences and other employer-employee differences during the life of a contract are outlined in detail. Work stoppages are restricted and procedures are set out for handling day-to-day grievances. (See Table VI.)

**Work Stoppages**—The resort to strikes and lockouts is restricted in practically all of the meat packing agreements. The largest number prohibit strikes or lockouts during the life of the contract and agreements covering the majority of employees extend this prohibition to the period of

<sup>10</sup> Example—

"The Company agrees that all employees now members of the Union and all employees who become members of the Union, shall remain members in good standing of the Union while employed by the Company during the life of this Agreement.

"Any employee to whom . . . this article applies to, may resign from membership in the Union between July 17 . . . and July 31 . . . inclusive and his future employment shall not be thereby affected."

<sup>11</sup> Example—

"No employee shall be subject to any penalties against his application for membership or for re-instatement as a member in the Union except as may be provided in the Constitution and By-Laws of the Union; and no coercion or intimidation of any kind shall be practised to compel or influence an employee to join the Union nor shall any discrimination of any kind whatsoever be practised or permitted with respect to employees who are or who become members of the Union.

"If an employee asserts that he has been unfairly deprived of membership in the Union, such assertion shall constitute a grievance and shall be dealt with according to the Grievance Procedure established by this agreement."



renegotiation.<sup>12</sup> On the other hand, in a substantial number, strikes or lockouts may occur after all agreed upon methods for the settlement of disputes have failed to bring about agreement.<sup>13</sup> Not only do the contracts restrict strikes and lockouts, but also slowdowns or other cessations or restrictions of production. A number of contracts in larger plants prohibit strike votes among union members during the contract term and the period of renewal negotiations until all procedures for settling disputes, as outlined in the contract, have been exhausted and no agreement reached.<sup>14</sup> Contracts covering approximately 3,000 workers provide for the continued operation of certain plant departments to protect perishable goods in the event that a work stoppage does occur.<sup>15</sup>

**Grievances**—All contracts make provision for processing disputes during the term of the agreement. A step-by-step method for the handling of grievances is generally outlined. By the terms of thirty-one agreements, grievances not settled through negotiation between the parties may be referred to arbitration.

Contracts covering only a small proportion of employees restrict the definition of a grievance to differences in interpretation or application of contract clauses. More commonly, a grievance is not defined in any way or includes all disputes incident to labour relations in the plant. Once a dis-

pute is referred to arbitration, contracts affecting the large majority of workers stipulate that arbitrators are to be governed by the terms of the agreements. Thus arbitration boards have no authority to add to or alter agreement terms.

Clauses providing for the election or appointment of union stewards and grievance committees are frequently included in contracts. Stewards and grievance committee members must be employees of the company. Under multi-plant contracts union representatives are selected at each plant, grievances being handled at the plant level. The numbers of stewards and the size of the grievance committee may be indicated in the contract or left to negotiation between the company and the union.

Normally the initiation of grievance procedures requires that an employee first present a complaint to his foreman with or without the assistance of a steward. If not settled, a complaint is carried in prescribed order to higher officials of the company, a steward or sometimes two stewards acting on behalf of the employee until the chief plant officials are reached, at which time the committee acts on behalf of the employee. Up to this point a complaint will have passed through from three to five stages. At the grievance committee step, a frequently found clause permits the assistance of an outside representative of the international union. Eight contracts carry the negotiation of grievances a step further to meetings between representatives of the company head office and of the international union.

Only after each step in the procedure has been followed through without settlement can either party take a grievance to arbitration. For purposes of arbitration a three-member board is established, one member appointed by the company and one by the union; the chairman to be agreed upon by these two appointees. Should the two fail to agree on a chairman within a specified time, provision is normally made for the appointment of a chairman by the appropriate provincial Minister of Labour or other outside agency. Majority decisions of arbitration boards are final and binding.

Clauses relating to certain aspects of grievance handling not included in the procedure outlined above are found among the packinghouse contracts. Only a small number state specifically that an employee may process a grievance without the assistance of union representatives. A larger proportion of agreements state that the presence of a complaining employee may be requested at any stage or all stages of the grievance procedure. Complaints arising

<sup>12</sup> Example—

"There shall be no strikes, or lockouts during the term of this agreement and thereafter while negotiations are under way for a renewal of extension thereof, and the Union and its members shall not during the aforementioned period authorize, call, encourage, support or take part in any strike, walkout, stoppage, slowing down or other cessation of work in or on the Company's plant or property which shall in any way affect the operations of the Company."

<sup>13</sup> Example—

"There shall be no strike, slowdown, stoppage of work or suspension thereof on the part of the Union or its members, employed by the Company, or lockouts on the part of the Company until the steps set forth (in the grievance procedure) have been taken with respect to the matter."

<sup>14</sup> Example—

"The Union agrees that no strike vote of the members of the Union will be taken during the term of this Agreement or the course of negotiations with the Company for renewal or extension thereof until an attempt has been made in good faith to settle any differences arising in such negotiations by conciliation, arbitration or some other form of mediation."

<sup>15</sup> Example—

"The Union also agrees that in the event of any strikes, walk-outs or stoppages of work, the Union shall not do or permit to be done anything by any of its members to prevent Power House staff such as firemen, engineers and electricians from continuing all or any part of their regular duties in the service of the Company."

from claimed unjust dismissal receive special consideration in the majority of agreements. An employee alleging to have been unjustly dismissed must promptly notify the grievance committee which, in turn, will notify a designated official of the company within a limited period of time, commonly three days. The grievance is then initiated at an advanced stage of the procedure. A reinstated employee must be returned to his former position and must be compensated at his regular rate of pay for time lost.<sup>16</sup> It is general policy that pay increases arising from grievance settlements will be retroactive to the date on which the grievance was first submitted to the company in writing. A substantial number of contracts permit grievances by the company against the union, its officers or members which are usually dealt with beginning at an advanced stage in the process. Finally, a number of contracts make reference to grievances alleging violation of the agreement. Such allegations must be set forth in writing and negotiations omit preliminary steps in the grievance procedure.<sup>17</sup>

Only a small number of contracts state definitely that employee union representatives will be paid at regular rates for all

time spent handling grievances during working hours. Others specify that members of the grievance committee will be paid for grievance work during working hours although pay is often limited to a stated number of hours. Clauses dealing with the expenses of arbitration require that each party bear the expenses of its own representative and that the expenses of the chairman be shared equally.

<sup>16</sup> Sample Clause—

"If an employee is dismissed for any reason and feels that he has been unfairly dealt with, he may within not more than seventy-two (72) hours from receipt of Notice of Dismissal, notify the Grievance Committee, who shall in such event within twenty-four (24) hours notify the company in writing. The dismissal shall then be dealt with according to the Grievance Procedure, beginning with the third step. If subsequently it is decided that the employee was unjustly dismissed, he shall be reinstated in his former position and shall be paid for this period during which he has not worked as if he had not been dismissed."

<sup>17</sup> Example—

"If an employee or the Union or the Company alleges violation of this agreement, the aggrieved party shall set out clearly in writing the alleged violation stating in what respects it is alleged that the agreement has been violated. This procedure will apply at stage (c) of the Grievance Procedure."



*Meat for the Canadian Army—Whole sides of beef are checked in the storage room of a training camp.*



# NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1949, BY INDUSTRY\*

*The proportion of paid workers in Canada employed under the terms of collective agreements in 1949 was about 34 per cent. There was an increase of one per cent in the total number of workers under agreements over the previous year. Agreements in the province of Newfoundland are included for the first time.*

*The great majority of agreements were renewed or revised by peaceful negotiation, only 58 strikes involving 20,000 workers having arisen out of disputes over the revision of existing agreements.*

In the year 1949, the number of workers employed under the terms of collective agreements in Canada increased one per cent to a total of 1,224,146. This figure is 23 per cent higher than that for 1946, the year for which the compilation was made for the first time. Agreements in the province of Newfoundland were included in 1949 for the first time.

Classified by industry the number of workers affected by agreements is shown in the accompanying table, for the year 1949, with comparable figures for the years 1946 and 1948. (The total for 1947 was 1,120,310; details for this year were published in the *LABOUR GAZETTE*, December, 1949.) This table was compiled from information received from employers in the annual survey of wage rates and hours of labour in Canada, supplemented by additional information from employers and unions. In the great majority of cases, then, the number of workers is that reported by individual employers or employers' associations. In the remainder, the unions' estimates were used; these apply mainly to agreements made between a local union and a number of employers each of which employs a small number of workers, e.g. many of the construction trades agreements.

The proportion of paid workers in all industries in Canada who were covered by the terms of agreements in 1949 was 34.2 per cent, using the estimate of the Dominion Bureau of Statistics of 3,580,000 paid workers in Canada at October 29, 1949. The numbers under agreement in certain main industrial groups expressed as a percentage of total paid workers in the industry were: Mining 51.2; Manufacturing 47.5; Construction 48.5; Electricity and Gas 45.5; Transportation and Communication 85.4; Trade 7.3; Service 9.7.

Although there was a substantial increase in the number of agreements, these, for the most part, were made in small undertakings and did not affect large numbers of workers. In those industries where decreases in the number of workers affected are shown, they are almost entirely the result of decreases in the number employed in the establishments under agreement, e.g. in the shipbuilding industry, and not to a reduction in the number of agreements. An exception is in the asbestos mining industry where the strike early in 1949 and subsequent conciliation proceedings did not result in new agreements being made until the beginning of 1950.

There were approximately 4,580 collective agreements in effect in the year 1949. There is no doubt a small number of additional agreements in Canada which have not come to the attention of the department, but these probably concern relatively few workers. The number of agreements does not correspond to the number of establishments concerned. Although the majority of agreements are those between one employer and one union for one establishment, there are also: agreements between one employer and one union for a number of establishments located in different localities, e.g. meatpacking com-

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\* A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements are published each month in the *LABOUR GAZETTE*. The Economics and Research Branch makes analytical studies of current agreements on file, by industry and by topic. Ten previous studies have been made covering various industries. These have been published in previous issues and have also been printed in separate bulletins. Copies of most of these bulletins are available, on request. A study on Collective Agreements in the Meat Packing Industry is in this issue. The present article is No. 12 in the series of Collective Agreements Studies.

panies; separate agreements between one employer and each of a number of unions, e.g. pulp and paper companies; agreements between an association or a group of employers and one union, e.g. in the construction industry.

The table includes the number of workers affected by agreements extended under the Collective Agreement Act of the Province of Quebec. Under this Act, the terms of agreements made between a number of employers and a union or unions may, under certain conditions, be extended by provincial Order in Council to apply to all employers and workers in the industry in the zone affected, or even to the whole province. A number of the agreements made in the Province of Quebec have been so extended, notably in the construction industry, the boot and shoe, fur, clothing, printing, garages and service station industries. The figures as to the number affected are those issued by the provincial government. In some cases more complete union agreements, dealing with union security and other clauses not covered by the Act, exist in the same industry and some workers are therefore included in each of the first two columns of the year 1949 in the table. However, all such duplications of workers are eliminated in the totals for the year.

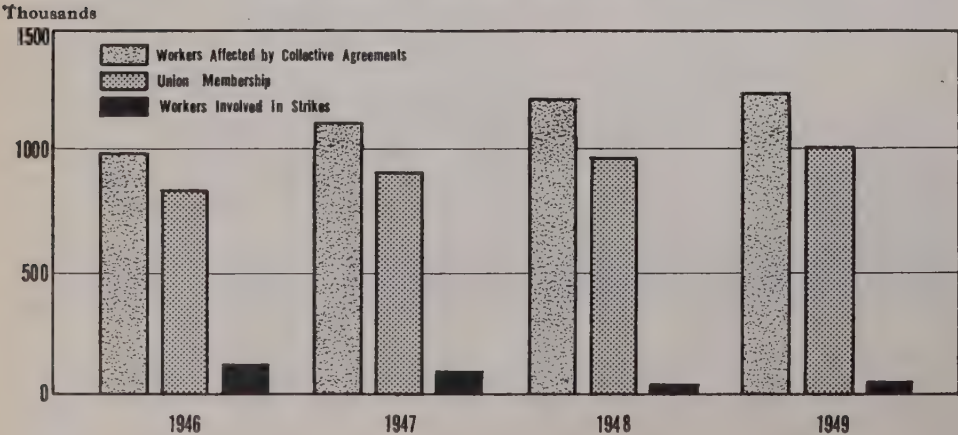
The number of workers under agreement is greater than the total union membership in Canada. Only in closed and union shop agreements are all those affected union members. Under all other agreements, non-union employees in the bargaining unit are covered by the terms of the agreement as well as union members. On the other hand, some union members are employed in undertakings in which no collective agreement exists. Actual union

membership in Canada was 1,005,639 in 1949 (L.G., Oct., 1950, p. 1634).

In addition to agreements between employers and international or national unions, there are also a number in which the workers were represented by independent local unions, associations of employees or plant councils, whose membership was confined to the employees of one company and which were not affiliated with any central labour organization. The total number of workers under agreement who are represented by such employees associations, plant councils and unions not affiliated with a central labour organization was 113,700 or 9.3 per cent of the total number of workers affected by agreements. Most of these are not included in the total of union membership in Canada.

One of the important functions of a collective agreement is the provision for grievance procedure for the settlement of disputes which may arise between the parties. The success of these procedures, and of the established relations between employers and unions which is carried over into the negotiations for renewals or revisions of agreements (usually annually), as well as the success of conciliation proceedings provided by legislation is evidenced by the comparatively few workers who took part in work stoppages in 1949. In that year only 51,437 workers were involved in strikes and lockouts (See *Strikes and Lockouts in Canada, 1949*, a supplement to the *LABOUR GAZETTE*, April, 1950). This number represents only 1.4 per cent of the total paid workers in Canada. Of this number who were involved in work stoppages, only 20,000 went out on strike in disputes over the revision of existing agreements.

**COLLECTIVE AGREEMENTS IN CANADA**  
**Number of Workers Covered, Compared with Trade Union Membership,**  
**and Number of Workers Involved In Strikes**





# NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA 1946, 1948, 1949, BY INDUSTRY

Industry group	1946	1948	1949		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>TOTALS</b> .....	<b>995,736</b>	<b>(b)1,214,542</b>	<b>1,071,234</b>	<b>192,359</b>	<b>1,224,146</b>
<b>Agriculture</b> .....	<b>nil</b>	<b>nil</b>	<b>nil</b>		<b>nil</b>
<b>Forestry, Fishing, Trapping</b> .....	<b>38,471</b>	<b>43,278</b>	<b>43,397</b>		<b>43,397</b>
Fishing.....	7,671	8,720	10,613		10,613
Forestry and logging.....	30,800	34,558	32,784		32,784
Hunting and trapping.....	nil	nil	nil		nil
<b>Mining (including milling)</b> .....					
<b>Quarrying, Oil Wells</b> .....	<b>48,823</b>	<b>49,998</b>	<b>47,639</b>	<b>40</b>	<b>47,646</b>
Asbestos mining.....	3,984	5,041	551		551
Coal mining.....	23,254	22,435	22,332		22,332
Metal mining.....	19,358	19,215	21,354		21,354
Other mining.....	267	451	521	40	528
Oil and gas wells.....	842	950	859		859
Quarrying, sand pits.....	1,118	1,906	2,022	(c)	2,022
<b>Manufacturing</b> .....	<b>494,187</b>	<b>(b)610,866</b>	<b>540,847</b>	<b>83,118</b>	<b>590,216</b>
<b>Vegetable Foods</b> .....	<b>24,623</b>	<b>25,375</b>	<b>25,145</b>	<b>1,230</b>	<b>26,322</b>
Biscuits, confectionery, cocoa.....	1,233	4,252	4,747		4,747
Bread and bakery products.....	8,977	6,043	5,012	1,230	6,189
Flour and feed.....	2,506	3,147	3,383		3,383
Fruit and vegetable products.....	6,790	6,516	6,556		6,556
Sugar products.....	2,286	2,737	2,741		2,741
Other vegetable foods.....	2,831	2,680	2,706		2,706
<b>Other Vegetable Products</b> .....	<b>31,940</b>	<b>33,720</b>	<b>32,510</b>		<b>32,510</b>
Aerated and mineral waters.....	46	61	45		45
Liquors, wines, beer.....	9,082	10,313	10,233		10,233
Rubber products.....	16,638	16,575	15,506		15,506
Tobacco, cigars, cigarettes.....	6,174	6,771	6,726		6,726
<b>Animal Foods</b> .....	<b>22,575</b>	<b>21,869</b>	<b>21,864</b>		<b>21,864</b>
Butter, cheese, condensed milk.....	798	829	894		894
Fish products.....	4,762	6,173	6,571		6,571
Meat products.....	17,015	14,867	14,399		14,399
<b>Leather and Fur Products</b> .....	<b>25,669</b>	<b>27,744</b>	<b>14,045</b>	<b>17,823</b>	<b>26,244</b>
Boots and shoes.....	14,175	16,008	5,607	12,386	15,205
Fur products.....	4,312	4,962	4,209	3,648	5,117
Gloves.....	2,307	2,415	338	1,246	1,528
Harness and repairs.....	41	5	nil		nil
Shoe repair.....	nil	nil	nil	7	7
Tanning.....	3,691	3,445	2,730	536	3,226
Other leather products.....	1,143	909	1,161		1,161
<b>Textile Products</b> .....	<b>76,850</b>	<b>99,044</b>	<b>81,462</b>	<b>29,135</b>	<b>94,333</b>
Awnings, bags, tents, sails.....	456	409	81		81
Carpets, mats, rugs.....	535	436	812		812
Cordage, rope, twine.....	982	781	739		739
Cotton cloth, yarn, thread.....	17,400	22,883	22,299		22,299
Hats and caps.....	4,882	3,586	3,609	1,289	3,609
Hosiery and knitted products.....	5,514	8,841	8,354		8,354
Men's and women's furnishings, n.e.s.....	2,850	6,454	5,759	583	5,942
Silk and artificial silk.....	3,344	7,603	6,730		6,730
Suits, coats, garments (including tailoring).....	32,932	37,867	23,609	27,263	36,297
Woollen cloth, yarn.....	6,709	7,844	7,020		7,020
Other textile products.....	1,246	2,340	2,450		2,450

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA  
1946, 1948, 1949, BY INDUSTRY**

Industry group	1946	1948	1949		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Concluded)</b>					
Wood and Paper Products (including printing).....	96,560	128,525	111,606	17,222	123,682
Boats and canoes.....	nil	nil	nil		nil
Boxes, baskets, barrels.....	1,167	1,849	2,356		2,356
Carriages, wagons, sleighs.....	nil	194	202		202
Furniture,upholstering and repair	6,968	9,221	5,588	5,703	9,571
Paper products.....	8,875	13,741	11,839	2,876	14,096
Photography.....	nil	nil	nil		nil
Printing, publishing, engraving...	18,104	20,436	17,530	7,628	22,351
Pulp and paper.....	37,697	41,740	41,031		41,031
Saw and planing mill products....	21,573	39,658	31,168	1,015	32,183
Other wood products.....	2,176	1,686	1,892		1,892
Iron and Its Products.....	135,618	170,141	155,556	14,692	164,683
Aircraft.....	6,903	5,837	6,510		6,510
Automobiles and cycles.....	25,734	32,223	34,346		34,346
Automobile repair (including garages).....	9,754(d)	11,006(d)	3,221	8,629(d)	10,480(d)
Blacksmithing.....	nil	nil	nil		nil
Boilers, engines, machinery n.e.s..	16,758	23,858	23,174		23,174
Farm machinery and implements	10,694	12,348	10,520		10,520
Firearms and guns.....	nil	69	85		85
Foundry products.....	14,826	19,754	18,514		18,514
Hardware and tools.....	2,116	5,583	5,968		5,968
Munitions, n.s.....	nil	nil	nil		nil
Primary iron products.....	16,091	17,883	17,163		17,163
Railway rolling stock and repair..	4,722	8,005	7,238	2,513	7,580
Sheet metal products and repair..	8,994	8,600	8,376	2,611	8,963
Shells and bombs.....	nil	43	42		42
Shipbuilding and repair.....	11,771	12,841	8,047		8,047
Tanks and universal carriers.....	nil	nil	nil		nil
Wire and wire products.....	3,202	6,634	6,624		6,624
Other iron products.....	4,053	5,457	5,728	939	6,667
Non-Ferrous Metal Products.....	50,339	(b)64,166	59,169	585	59,754
Brass and copper products.....	4,889	5,690	4,922		4,922
Electrical products and repair....	25,046	(b)32,386	30,989		30,989
Jewellery, watchmaking and repair.....	1,201	1,506	1,247	585	1,832
Non-ferrous metal smelting, refining.....	8,890	9,417	9,645		9,645
Other non-ferrous metal products.	10,313	15,167	12,366		12,366
Non-Metallic Mineral Products....	15,795	19,743	18,060	1,001	19,061
Asbestos products.....	708	987	1,230		1,230
Brick and tile.....	1,606	1,699	1,794		1,794
Glass products.....	3,353	3,596	2,129		2,129
Lime, plaster, cement.....	1,889	3,121	3,292		3,292
Monumental and building stone...	615	931	139	1,001(c)	1,140
Petroleum products.....	4,750	6,138	6,184		6,184
Pottery and china.....	701	1,176	1,305		1,305
Other non-metallic mineral products.....	2,173	2,095	1,987		1,987
Chemical Products.....	11,325	15,305	14,781	1,430	15,114
Drugs and medicine.....	1,148	1,165	939		939
Explosives and ammunition.....	862	1,544	1,410		1,410
Paints and varnishes.....	2,367	2,624	2,329	1,430	2,662
Soaps and toilet preparations.....	923	1,164	1,369		1,369
Other chemical products.....	6,025	8,808	8,734		8,734
Miscellaneous products.....	2,893	5,234	6,649		6,649



# NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA 1946, 1948, 1949, BY INDUSTRY

Industry group	1946	1948	1949		Total(a)
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Electricity, Gas and Water Production and Supply</b> .....	<b>15,754</b>	<b>18,548</b>	<b>20,940</b>		<b>20,940</b>
Electric light and power.....	13,837	15,946	18,188		18,188
Gas.....	1,917	2,602	2,752		2,752
Water.....	(e)	(e)	(e)	(e)	(e)
<b>Construction (g)</b> .....	<b>96,873</b>	<b>125,009</b>	<b>48,487</b>	<b>79,788</b>	<b>127,632</b>
<b>Transportation and Communication</b> .....	<b>232,248</b>	<b>(b)264,354</b>	<b>276,898</b>	<b>9,557</b>	<b>281,684</b>
Air transportation.....	2,590	4,060	4,356		4,356
Cartage and trucking.....	2,563	11,754	8,034	4,649	12,259
Electric railways and local bus lines.....	20,149	22,016	22,562		22,562
Radio broadcasting.....	70	75	92		92
Steam railways (including express).....	139,298	151,669	157,535		157,535
Storage.....	1,837	2,204	4,111		4,111
Taxicab and inter-urban bus lines.....	3,475	5,215	5,041		5,041
Telegraph systems.....	4,178	5,040	5,062		5,062
Telephone systems.....	20,348	(b)29,280	31,810		31,810
Water transportation (including stevedoring).....	37,740	33,041	38,174	4,908	38,735
Other transportation and communication.....	nil	nil	121		121
<b>Trade</b> .....	<b>20,828(d)</b>	<b>31,989(d)</b>	<b>24,401</b>	<b>11,804(d)</b>	<b>36,205(d)</b>
<b>Finance and Insurance</b> .....	<b>(f)</b>	<b>(f)</b>	<b>nil</b>	<b>(f)</b>	<b>(f)</b>
<b>Service</b> .....	<b>48,552</b>	<b>70,500</b>	<b>68,625</b>	<b>7,952</b>	<b>76,426</b>
Professional Establishments.....	6,175	8,478	7,499	4,765	12,134
Public.....	26,067	41,233	42,274	115	42,389
Recreational.....	280	1,027	1,051		1,051
Business.....	nil	nil	nil		nil
Personal.....	16,030	19,762	17,801	3,072	20,852
Barber and hairdressing.....	4,866	3,140	508	2,606	3,114
Domestic service.....	nil	nil	nil		nil
Laundering, dyeing, cleaning, pressing.....	900	1,858	2,310		2,310
Hotels, restaurants, cafes, taverns.....	9,865	13,582	13,614	234	13,827
Undertaking.....	233	225	nil	232	232
Other personal service.....	166	957	1,369		1,369

(a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated. (b) Revised.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service—Public".

(f) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

(g) Agreements for building workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

# SENATE COMMITTEE REPORTS ON HUMAN RIGHTS AND FREEDOMS

*Although recommending the ultimate incorporation into the Canadian Constitution of a National Bill of Rights, the Special Senate Committee on Human Rights and Fundamental Freedoms urged that pending the solution of certain constitutional difficulties the Federal Parliament adopt as an interim measure a Declaration of Human Rights.*

Shortly before the prorogation of Parliament on June 30, 1950, the Special Senate Committee on Human Rights and Fundamental Freedoms tabled in the Senate of Canada its report based on two weeks' hearings.

Expressing the belief that many people in Canada are deeply interested in this subject, the Committee recommended the incorporation into the Canadian Constitution of a Bill of Rights to ensure the freedom and civil liberties of all Canadians.

Such a Bill would be based on the Universal Declaration of Human Rights\* adopted by the United Nations on December 10, 1948.

Recognizing the existence in this country of constitutional difficulties which from time to time are the subject of Dominion-provincial consultation, the Committee urged "as an interim measure" the approval of a Declaration of Human Rights.

Such a declaration, the report states, would be valid within the jurisdiction of the Federal Government. It would not have binding force but "it would serve to guide the Canadian Parliament and the Federal Civil Service."

The report further observes: "Canada should lead the world in reliance upon the rule of law," and by ultimately adopting a National Bill of Rights "would set an example which would enhance her status among the nations. . . ."

\* The UN Commission on Human Rights, which drafted the Universal Declaration, continued its work in this field at its sixth session, held at Lake Success from March 27 to May 19, 1950, under the chairmanship of Mrs. Franklin D. Roosevelt. It adopted a draft first international Covenant on Human Rights, the first of a series of measures designed to cover the whole of the Declaration and provide for the implementation of its principles by member states. The Covenant was submitted by the Commission to the Economic and Social Council, which decided that it should be referred first to the UN General Assembly, for policy decisions on certain points, and then back to the Commission for revision and possible strengthening. On November 17 the Assembly's Social Committee decided that the draft Covenant should be returned to the Commission on Human Rights for redrafting and strengthening.

## Senator Roebuck's Motion

The Special Committee was formed on March 20, 1950 when on the motion of Hon. Senator Arthur Roebuck, seconded by the Hon. Senator J. J. Kinley, it was:—

"Ordered that a Special Committee be appointed to consider and report on the subject of Human Rights and Fundamental Freedoms, what they are and how they may be protected and preserved, and what action, if any, can or should be taken to assure such rights to all persons in Canada. . . ."

The order of reference also listed the names of the members who were: Hon. Senators Baird, David, Davies, Doone, Dupuis, Gladstone, Gouin, Grant, Kinley, Petten, Reid, Roebuck, Ross, Turgeon, Vaillancourt and Wood.

In conformity with the order of reference, the Committee inquired into the general subject under discussion and held eight public sessions in the course of which 36 witnesses were heard. Among the organizations represented were the Trades and Labour Congress and the Canadian Congress of Labour.

(For a report of the briefs presented by the TLC and the CCL to the Committee, see the July, 1950, issue of the *LABOUR GAZETTE*, pp. 1004-1010.)

In addition to the many briefs presented by witnesses, numerous statements and briefs were received from persons and organizations.

## Life and Liberty

"It is not possible," the report states, "for your committee to give an all-inclusive definition of human rights, except in the broadest of general terms or to list the various ways in which human rights may be violated. The right to life and liberty is basic, and from this as a foundation there follows the endless ways in which life may be lived and liberty exercised, and the equally endless ways in which the life and liberty of one individual may be interfered with by another individual, or



other individuals. Men now inhabit the globe in great numbers, so that the rights of each individual must necessarily be limited by the equal rights of all other individuals. It is in order to preserve this balance of rights that governments have been instituted and laws are devised and enforced. The problems with respect to Human Rights and Fundamental Freedoms arise out of the fact that human beings must live together in communities. In order that life may continue and liberty be enjoyed, certain rules of conduct become necessary. Long and painful and frequently tragic experience has taught us some of the things we must avoid both individually and collectively if the lives of individuals are to be lived in freedom."

### **The United Nations**

The report recalls that five years ago, representatives of forty-nine nations gathered at San Francisco to found an organization now known as the United Nations. The awakened respect for human rights which was evidenced in the Atlantic Charter and the Four Freedoms message was again reflected in the reference to basic rights and fundamental freedoms in seven of the articles of the United Nations Charter adopted at San Francisco in 1945.

In 1948, the General Assembly of the United Nations meeting at Paris adopted a Universal Declaration of Human Rights (L.G., Feb., 1949, pp. 162-5), Canada being among the nations which voted for it. In its preamble, the Declaration declares that "recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice, and peace in the world," and adds that "disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind."

### **Young Nationhood**

"Canada is just commencing her life as a nation," the report states. Over the years she has gradually cast off her colonial limitations until today she has "achieved a complete and unfettered national status, together with a high place in international affairs. Representatives of the Dominion and provincial parliaments are working on the final step in the "legalistic recognition of Canada as a nation," namely an agreed procedure for the control of the Constitution in all respects.

### **Concurrence Before Action**

The report states that the fundamental law envisaged should preferably be con-

tained within the Constitution, which in Canada is the British North America Act. This Act already contains a number of clauses protecting certain valued human rights such as the use of the two official languages, annual sessions of Parliament, elections every five years, an independent judiciary, separate schools and others. Guarantees of certain minority rights have influenced our national development and indicate the procedure that should be followed now when guaranteeing individual rights as distinguished from minority rights. Provisions which are part of the Constitution would be binding upon all persons in the country and upon all governments.

The enactment of a National Bill of Rights presents difficulties however, the reports points out. Because of Canada's harmonious association of people of different races, language and religion, respect for provincial rights as they have been defined in the past is basic. "Concurrence, therefore, is an essential requisite to constitutional progress," observes the report.

An additional difficulty is the fact that the British North America Act is a statute of the Imperial Parliament at Westminster and any legislation deriving from that body, even though on the request of its Canadian counterpart, would doubtless face opposition from Canadians desiring complete Canadian sovereignty. It would therefore be wise, the report states, to await the time when prospective Dominion-Provincial Conferences will have worked out a method for the control within Canada of the Constitution, and agreement has been reached as to incorporation in the Constitution of a National Bill of Rights.

### **Interim Measure**

"Your Committee therefore recommends that, as an interim measure, the Canadian Parliament adopt a Declaration of Human Rights to be strictly limited to its own legislative jurisdiction," the report continues. "Such a Declaration would not invade the provincial legislative authority, but it would nevertheless cover a very wide field. While such a Declaration would not bind the Canadian Parliament or future Canadian Parliaments, it would serve to guide the Canadian Parliament and the Federal Civil Service. It would have application within all the important matters reserved to the Canadian Parliament in Section 91 and in other sections of the British North America Act. It would apply without limitation within the North West Territories."

In its general lines, the Canadian Declaration of Human Rights could emulate the Preamble and certain articles of the Universal Declaration subject to the reservations expressed by the Canadian delegates at the United Nations.

"It would declare," continues the report, "the right of everyone in Canada to life, liberty and personal security, the right of equal treatment before the law, to fair trial, to freedom from arbitrary interference with one's privacy, family, home and correspondence; to freedom of movement; to a nationality; to obtain asylum from persecution; to found a family, to own and enjoy property; to freedom of thought, conscience and religion; to freedom of opinion and expression; to peaceful assembly and association; to take part in the Government of the country directly or through representatives chosen at periodic elections by universal and equal suffrage.

"The Declaration would also state that everyone in Canada has duties to our Community and is subject to such limitations as are determined by law, for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and of the general welfare and good government of Canada."

Upon adoption by the Canadian Parliament, such a Declaration would "solemnly affirm the faith of all Canadians in the basic principles of freedom and it would evidence a national concern for human rights and security. Judges would recognize the principles of such a Declaration as part of Canada's public policy, and subsequent Parliaments would hesitate to

enact legislation violating its revered principles. . . .

"Canada," the report maintains, "should lead the world in reliance upon the rule of law, in her respect for human rights and in her care for fundamental freedom, and in a love for liberty. Her adoption of a National Bill of Rights in due time would set an example which would enhance her status among the nations and which might lead to similar progress by others."

### **Affirm Human Rights**

"Many of the provisions suitable for inclusion in a Bill of Rights already appear in some portions of our law, but they are not always of nation-wide application. Some fundamental rights are already expressed in the Constitution. Other provisions of freedom and security are in the Statutes and still others in decisions of the Courts, together with custom, or the commonly accepted way of doing things.

"What is required in Canada," comments the report in the closing paragraphs, "is one grand and comprehensive affirmation, or reaffirmation, of human rights, equality before the law and of security, as the philosophical foundation of our nationhood, that will assure continually to each Canadian that he is born free and equal in rights and dignity with all other Canadians, that he cannot be held in personal slavery or arbitrarily arrested, that he will always be presumed innocent of any offence until proven guilty, that he has freedom of thought, conscience, expression and movement, and so on through the Universal Declaration. Thus will Canadians know of their freedom, exercise it in manly confidence and be proud of their country."

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# SUPPLEMENTARY UNEMPLOYMENT INSURANCE BENEFIT

## How the Program Worked Last Winter How It will Operate this Year

*Supplementary benefit, provided for the first time last winter by an amendment to the Unemployment Insurance Act, will again be paid to certain classes of unemployed persons during the winter of 1950-51.*

*For the six-week period February 28 to April 15, 1950, supplementary benefit amounting to \$4,498,014 was paid to 98,415 claimants.*

Canada's program of supplementary unemployment insurance benefit was instituted by Parliament in recognition of the higher unemployment which constitutes a special problem during the winter months.

The program is designed to protect workers who have exhausted their right to ordinary unemployment insurance benefit, or who are ineligible for certain other reasons, and who become unemployed in the winter months when employment opportunities are generally least favourable.

It was in effect last winter from February 28 (the date of its approval by Parliament) until April 15. This winter and each winter hereafter, it will operate from January 1 to March 31.

Although benefit payments do not commence until January 1, the commencing date for filing claims for supplementary benefit is December 1. Any claimant who makes application for ordinary benefit on and after December 1 and fails to meet the statutory conditions regarding the number of contributions will be immediately considered for supplementary benefit. The Unemployment Insurance Commission revised its forms for taking regular claims to make this procedure possible.

Supplementary benefit is payable, upon proof of entitlement, at approximately 80 per cent of the rate of regular benefit which the claimant would be paid if he were entitled to it. Duration of payments is in each case determined by the employment history of the applicant in the same manner as for regular benefit, but cannot exceed the number of days (excluding Sundays) between January 1 (or the date of the application, if that is later than January 1) and the expiry date of the supplementary benefit.

### Classes of Persons Eligible for Supplementary Benefit

The four classes of persons eligible for supplementary benefit are listed below. Last winter it was found that approximately fifty per cent of the money paid out under the program went to claimants in class 1, about 11 per cent to those in class 2, slightly over 38 per cent to those in class 3, and less than one per cent to those in class 4.

*Class 1* includes any person whose benefit year has terminated since March 31 preceding the day on which he makes a claim. (This means that the claimant had previously qualified for benefit, but his benefit year had terminated either by exhaustion of his rights or because a period of 12 months had passed since the benefit year was established.)

*Class 2* includes any person who has failed to fulfil the statutory conditions respecting the qualifying number of contributions provided that not less than 90 daily contributions have been paid in respect of him since the 31st day of March immediately preceding the date of his claim. (To qualify for ordinary benefit a claimant must have made at least 180 contributions in the two years preceding his claim.)

*Class 3* includes any person who has been employed in lumbering and logging in areas where that industry was not subject to payment of contributions, or in lumbering and logging together with other insurable employment, provided that he has been so employed for not less than 90 days in any period of 12 consecutive months within the 18 months preceding the day on which he makes his claim. (This provision was added

because of the fact that contributions were not payable in respect of employment in lumbering and logging, except in British Columbia, until April 1, 1950.)

Class 4 includes any person who has been employed for not less than 90 days since the 31st day of March immediately preceding the day on which he makes his claim in any employment that was brought within the scope of the Act in the 12 months immediately preceding the date of his claim, or for not less than 90 days in any such employment together with any other insurable employment. (This would apply where a person's employment had only recently become insurable; for example, by the raising of the insurable ceiling.)

With the exception of the requirement as to the number of contributions necessary to qualify, persons claiming supplementary benefit must fulfil all the conditions for entitlement to ordinary benefit. They must show that they are unemployed and that they are capable of and available for employment. They cannot receive supplementary benefit if they are disqualified under any of the provisions of the Unemployment Insurance Act; for example, if they are disqualified by reason of having

left their previous employment voluntarily without just cause.

## Financing of Program

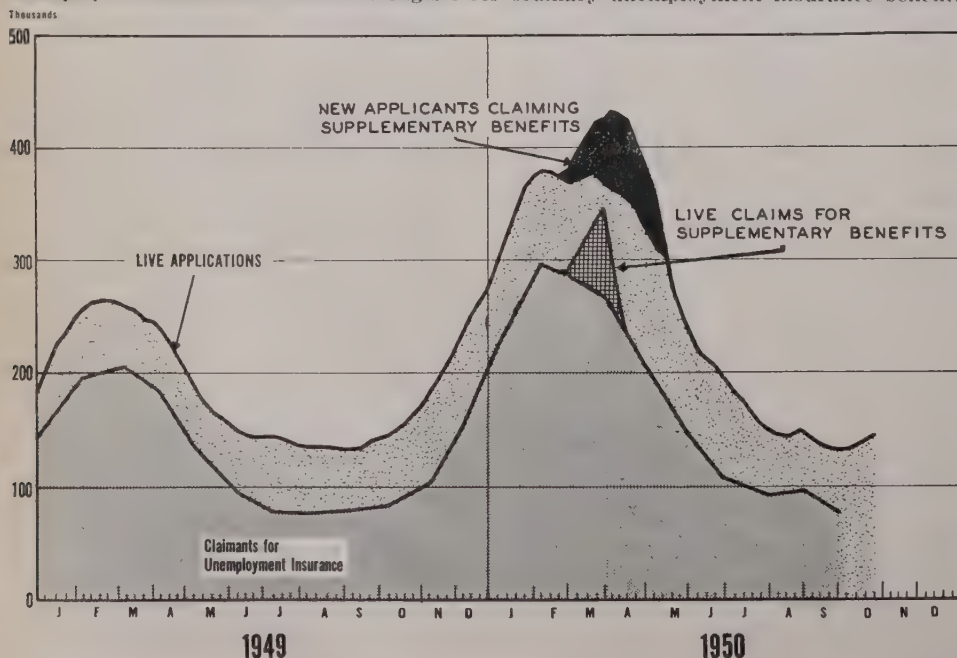
The supplementary benefit is financed by an additional contribution of one cent per day payable by every person employed in insurable employment, and a corresponding contribution of one cent per day payable by his employer, which is additional to the basic unemployment insurance contribution. These additional contributions became payable on July 3, 1950. They are paid in the same manner and at the same time as regular unemployment insurance contributions, but are earmarked for the payment of supplementary benefit. If the amount of supplementary benefit payable exceeds the revenue from contributions, the deficiency is made up by the Federal Government through a special appropriation payable out of the Consolidated Revenue Fund.

## Operation of Supplementary Benefit Program in Winter of 1950

In 1950, supplementary benefit was paid for the six-week period February 28 to April 15.

# UNPLACED APPLICANTS REGISTERED AT EMPLOYMENT OFFICES CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT CLAIMANTS FOR SUPPLEMENTARY BENEFIT

Showing the effects of the Supplementary Benefit Program last winter in providing for unemployed workers who were not eligible for ordinary unemployment insurance benefit.





**TABLE 1.—SUPPLEMENTARY BENEFIT PROGRAM, 1950<sup>1</sup>**

Number of Persons who Claimed Benefit; Number of Claims Paid; Amount of Benefit Paid

(SOURCE: *Unemployment Insurance Commission*)

Province	Persons Claiming	Claims Paid	Amount Paid
			\$
Newfoundland.....	1,514	1,237	42,898
Prince Edward Island.....	894	814	32,370
Nova Scotia.....	6,588	5,822	236,376
New Brunswick.....	15,507	11,718	477,678
Quebec.....	67,319	47,950	2,447,041
Ontario.....	17,890	15,024	602,206
Manitoba.....	4,581	3,563	136,959
Saskatchewan.....	2,919	2,616	106,825
Alberta.....	2,603	2,189	84,093
British Columbia.....	8,792	7,482	331,568
<b>Total, Canada.....</b>	<b>128,607</b>	<b>98,415</b>	<b>4,498,014</b>

**TABLE 2.—NUMBER OF PERSONS ESTABLISHING SUPPLEMENTARY BENEFIT RIGHTS****Classified by Industry**

February 28 to April 15, 1950

(SOURCE: *D.B.S. Preliminary Report on Supplementary Benefit Rights*)

Total--All Industries.....	Male 114,238	Non-Metallic Mineral Products..	Male 520
	Female 101,771		Female 55
Agriculture.....	Male 12,467	Products of Petroleum and Coal..	Male 69
	Female 729		Female 3
Forestry and Logging.....	Male 21	Chemical Products.....	Male 289
	Female 42,257		Female 95
Fishing, Hunting and Trapping....	Male 595	Miscellaneous Manufacturing	Male 236
	Female 173	Industries	Female 133
Mining, Quarrying and Oil Wells....	Male 3		
	Female 1,422	Construction.....	Male 16,671
Metal Mining.....	Male 28		Female 82
	Female 436	General Contractors.....	Male 14,341
Fuels.....	Male 9		Female 66
	Female 423	Special Trade Contractors.....	Male 2,330
Non-Metal Mining.....	Male 5	(Sub-contractors)	Female 16
	Female 328		
Quarrying, Clay and Sand Pits..	Male 14	Transportation, Storage and	Male 6,666
	Female 217	Communication	Female 279
Prospecting.....	Male 18		
	Female —	Transportation.....	Male 6,306
Manufacturing.....	Male 14,869		Female 135
	Female 4,753	Storage.....	Male 240
Food and Beverages.....	Male 2,800		Female 56
	Female 1,762	Communication.....	Male 120
Tobacco and Tobacco Products..	Male 43		Female 88
	Female 83	Public Utility Operation.....	Male 872
Rubber Products.....	Male 94		Female 18
	Female 133	Trade.....	Male 5,070
Leather Products.....	Male 408		Female 2,819
	Female 170	Wholesale Trade.....	Male 1,838
Textile Products (except Cloth-	Male 562		Female 833
ing).....	Female 580	Retail Trade.....	Male 3,232
Clothing (textile and fur).....	Male 323		Female 1,986
	Female 851	Finance, Insurance and Real Estate	Male 232
Wood Products.....	Male 3,240		Female 165
	Female 167	Service.....	Male 6,940
Paper Products.....	Male 1,594		Female 2,535
	Female 148	Community or Public Service...	Male 521
Printing, Publishing and Allied	Male 177		Female 179
Industries	Female 119	Government Service.....	Male 3,606
Iron and Steel Products.....	Male 1,690		Female 202
	Female 137	Recreation Service.....	Male 444
Transportation Equipment.....	Male 2,096		Female 87
	Female 132	Business Service.....	Male 251
Non-Ferrous Metal Products....	Male 495		Female 40
	Female 74	Personal Service.....	Male 2,118
Electrical Apparatus and Supplies	Male 233		Female 2,027
	Female 111	Unspecified.....	Male 5,870
			Female 1,169

<sup>1</sup> "Persons Claiming" indicates the total number of claims received for supplementary benefit. A person may have made more than one claim.

"Claims Paid" represents the number of claims which resulted in one or more benefit payments. This total is less than that for persons who established benefit rights, as some who qualified did not draw benefit because of either subsequent disqualification or re-employment before benefit payments actually commenced.

As at the end of June, 128,607 persons had filed claims for benefit covering unemployment during this period. The total number of claims for supplementary benefit was 139,089 but this figure included 10,482 renewal and revised claims, filed by claimants whose initial claim was interrupted by a period of employment or was reviewed at the request of either the claimant or the Unemployment Insurance Commission.

Some of the 128,607 workers who claimed benefit found employment before the statutory waiting period had elapsed, others were unable to show that they were capable of or available for work, or that they had made sufficient contributions to qualify for receipt of supplementary benefit. Of the 128,607 persons concerned, 98,415 actually received benefit, amounting in total to \$4,498,014. A provincial breakdown of the number of claimants, and the number and amount of claims paid, is shown in Table 1.

When Parliament, in February of 1950, discussed the proposal to establish a scheme for payment of supplementary benefit, it was estimated that over the three-year period 1950-1951-1952 approximately \$34 million would be paid out, and that payments would be made in respect of unemployment in a total of seven and one-half months, made up as follows: a month and a half in the year 1950 (February 28 to

April 15), and three months in each of the years 1951 and 1952 (January 1 to March 31). On the basis of this estimate, it might have been expected that the amount of benefit paid out in the month-and-a-half period this year would have been approximately \$6,800,000, or one-fifth of the total estimate of \$34 million. As has been indicated, payments up to the end of June this year amounted to less than \$4,500,000. In some cases the difficulties of verifying employment and contribution records with employers have delayed settlement of claims, but the remaining payments for 1950 will have been comparatively small.

In estimating the cost of providing supplementary benefit, it was suggested that during the periods when it was provided payments would be made to a constant figure of 80,000 unemployed. Actually, 98,415 people received benefit, but many of these drew for relatively short periods and other workers replaced them on the benefit rolls.

It is the opinion of those closest to the situation, namely the Employment and Insurance Officers of the Unemployment Insurance Commission, that this supplementary benefit plan met in a substantial way a very critical need and that, had the plan not been devised, some other means of relief to people in want would have had to be provided.

**TABLE 3.—NUMBER OF PERSONS ESTABLISHING SUPPLEMENTARY<sup>2</sup> BENEFIT RIGHTS**

**Classified by Occupation**  
February 28 to April 15, 1950  
(SOURCE: D.B.S. Preliminary Report on Supplementary Benefit Rights)

Total—All Occupations.....	Male 114,238				
	Female 101,771				
Managerial Occupations.....	Male 12,467	(d) Other.....	Male 104		
	Female 278		Female 16		
Professional Occupations.....	Male 51	Agricultural Occupations.....	Male 614		
	Female 182		Female 13		
Clerical Occupations.....	Male 56	Fishing, Trapping and Logging	Male 36,640		
	Female 1,876	Occupations	Female 93		
Transportation Occupations.....	Male 1,522	Fishing and Trapping.....	Male 135		
	Female 6,883		Female 12		
Communication Occupations..	Male 35	Logging (including Forestry)....	Male 36,505		
	Female 245		Female 81		
Commercial Occupations .....	Male 115	Mining Occupations.....	Male 1,015		
	Female 1,164		Female 2		
Financial Occupations.....	Male 2,021	Manufacturing and Mechanical	Male 5,566		
	Female 22	Occupations	Female 2,469		
Service Occupations.....	Male 5,244	Electric Light and Power Pro-	Male 854		
(other than Professional)	Female 2,679	duction and Stationary Engine-	Female 3		
(a) Personal.....	Male 1,290	men			
(other than Domestic)	Female 1,104	Construction Occupations.....	Male 8,020		
(b) Domestic.....	Male 2,725		Female 25		
	Female 1,552	Labourers.....	Male 26,260		
(c) Protective.....	Male 1,125		Female 1,970		
	Female 7	Unspecified.....	Male 6,908		
			Female 1,413		

<sup>2</sup> See Footnote to Tables 1 and 2.



# ANNUAL MEETING OF BRITISH TRADES UNION CONGRESS

*Despite the advice of its General Council, the British Trades Union Congress rejected a policy of continued wage restraint during its convention at Brighton, England, September 4-8.*

*The Government was asked to impose statutory controls on profits, and bring in equal pay for women.*

The eighty-second annual meeting of the British Trades Union Congress was held at Brighton, England, September 4-8. Approximately 900 delegates representing British unions having a total approximate membership of 8,000,000 were in attendance.

Among the notable speakers who addressed the Congress were Prime Minister Clement Attlee; Mr. Alex Rose, fraternal delegate from the American Federation of Labour; Mr. R. K. Gervin, fraternal delegate from the Trades and Labour Congress of Canada; and Sir Vincent Tewson of the General Council of the Trades Union Congress.

## Presidential Address

Mr. H. L. Bullock opened his presidential address with a general review of Britain's economic situation. He noted that although devaluation of the pound sterling had been a hazardous step, it was necessary, and that so far it had accomplished its purpose in helping the country to keep its place in closing world markets, and in stimulating exports.

Mr. Bullock said that the TUC General Council had been compelled to urge wage restraints on its affiliates, but that some wage adjustments had been made since the war. It had not been the Council's intention to suspend normal wage negotiations, but he said that a new cycle of wage demands was a different matter.

However, Mr. Bullock felt that every effort should be made to boost the wage rates of the host of members whose basic rates paid them less than £5 per week. He said that wage rates should be substantially increased for these people.

It would have been impossible for Britain to have reverted to pre-war conditions following a war such as World War II, he said, but too many people had thought this could be done. The Labour Government of 1945 had avoided wage reductions such as former post-war governments had done, and the people of Britain were better off than they had been following any other war.

The TUC had co-operated with the Government and despite unreasonable and impractical statements by some sections of the trade union movement, most labour men had shown balance and understanding. Mr. Bullock added that the standards of the British workers could stand comparison with those of any other in the world.

The gathering of war clouds in recent weeks has dimmed the hopes of the workers for more elasticity in wages and improved working conditions, Mr. Bullock said, but the burden on the worker would have to be eased. British employers would have to use profits to improve their industries, and enable them to compete successfully with better mechanized industries in other countries. This must not be done, however, so as to exploit the workers. He noted the satisfactory progress in mechanization achieved by the nationalized industries, and said that the results obtained there would satisfy any impartial observer.

Mr. Bullock deplored any rash, large-scale action by trade unionists because of the pressure of high prices. Such action, he said, could undermine present living standards, and any move to ease the situation would have to be based on objective and reasoned observation of Britain's present situation. Any unofficial strikes or work stoppages would destroy all the efforts by the unions in wage negotiations. Mr. Bullock urged the workers to be on guard against those with authoritarian and totalitarian ideas who were inciting world disturbances and armed conflicts behind the screen of a "phoney" peace campaign.

"We are too near to the grim results engineered by Hitler and his gangster accomplices to be taken in by the antics of those troglodytes behind the Iron Curtain and their stooges, catpaws, and deluded supporters on this side of the Iron Curtain," Mr. Bullock said. He strongly urged the maintenance of the rule of law by the United Nations, and said that the alternative to this would be world ruin.

Urging the Congress delegates to continue their long record of support for the principles of peace and freedom, Mr. Bullock asked the delegates to give whole-hearted support to UN action in Korea. He emphasized the fact that this decisive action had not only set at rest any doubts about the power of the United Nations, but that it had also increased the country's responsibility in supporting these actions.

Another organization which the TUC President felt was making good progress was the newly formed International Confederation of Free Trade Unions. Mr. Bullock described it as a genuine trade union international.

Commenting on the nationalized industries, Mr. Bullock said that public ownership had been the only salvation of the coal and transport industries. Nationalization had brought great changes to these industries in the face of great obstacles. Mr. Bullock did not intend to imply that what had been done was perfect, or that no mistakes had been made, but he felt that it was unlikely the Opposition parties would try to denationalize these industries.

Many of the most experienced and able labour leaders have taken positions on the boards of the nationalized industries and must be replaced, Mr. Bullock said. In training people to replace them in their union positions, attention would have to be given to the technical needs of industry. Mr. Bullock also suggested that in wage negotiations, employers must be told that they should have trained production engineers to ensure competent plant reorganization and more efficient and scientific methods to help increase productivity.

In closing his address, Mr. Bullock reminded the delegates of the importance of accepting responsibility, and building morale in order to make a success of nationalization and other Socialist measures.

### Prime Minister Attlee's Address

Prime Minister Clement Attlee addressed the delegates on the second day of the Convention. Speaking generally on the British economic recovery program, he said that:—

1. Devaluation was having the hoped for effect in British economic recovery;
2. The co-operation of all Britons was responsible for this success;
3. The policy of restraint adopted by all levels of the labour movement had been a great contribution;
4. The government had never intended to impose wage rates; and was of the opinion that the machinery of collective bargaining should be maintained;

5. The government had felt duty-bound to keep both workers and employers informed on the broad consideration of the economic position.

Mr. Attlee said that at no time did the Labour Government give direction to those arbitrating claims, because to have done so would have destroyed the usefulness of such machinery. Rather than imposing any wage freeze, the Government relied on the co-operation of the workers—"and they did not rely in vain."

The Government had found itself in the position where it could suggest some measures of relaxation of this program as conditions improved, Mr. Attlee said, but the need for restraint remained. This restraint was still necessary because the danger of inflation was still present, and the large expenditures on armaments which were imminent would add to the danger.

Mr. Attlee said that the achievements of the country since 1945 had been widely recognized by foreign observers, but some people in Britain had suggested that it was all due to aid from Canada and the United States. Freely acknowledging the benefits of this outside aid, Mr. Attlee pointed out that despite her own troubles, Great Britain had played a large part in assisting general world recovery.

Speaking of Russia, Mr. Attlee said it was unfortunate that we have not been able to work with her as closely in peace as in war. He condemned Communist tactics in Korea and warned the delegates of the consequences of giving in to aggression. He welcomed the support of organized labour in the struggle to maintain peace.

Mr. Attlee explained that the measures for defence which Parliament would be asked to pass were designed to deter any would-be aggressor. Pay for servicemen would be increased, one reason for this being to include long-term enlistment. In line with this program, Mr. Attlee asked for trade union co-operation on three points: first, to recognize service-trained tradesmen and thus smooth their rehabilitation into civilian life; second, to assist in resettling discharged regular army men whether skilled or not; and third to allow men in service to retain their union membership.

Redeployment of labour would be necessary, and would perhaps work hardships, Mr. Attlee said. There would be less goods and services available to consumers because of defence production. This could be offset to some extent by increased production and productivity, and even greater labour-management co-operation.



"We have asked the nation to accept sacrifices in the interest of security," the Prime Minister continued. "We shall do our utmost to see that these sacrifices are fairly borne. Some people will be giving up some leisure, others will be passing a longer period of their lives in the armed services, others will have to forego some hoped-for amenities. I ask you to regard any alterations in your working conditions as your contributions to ensuring the safety of the nation. The times in which we live are difficult and dangerous, but I am certain that the British trade union movement will not fail to respond to the challenge of the age. I can assure you that we in the Government will continue to do our utmost to realize the great aims of the Labour movement."

### **Rejection of Wage Policy and Demand for Profit Controls**

Disregarding the advice of their General Council, the Congress delegates voted to overthrow the policy of wage restraints which had been followed for over two years. The resolution was a composite one demanding profit controls as well as wage increases.

The section of the General Council's report dealing with wages was defeated by a vote of 3,898,000 to 3,521,000, a majority of 377,000; and the demand for profit controls was adopted 3,949,000 to 3,727,000, a majority of 222,000.

The resolution on wages, prices and profits, which thus became TUC policy, reads as follows:—

This Congress notes that since the issue of the White Paper on personal incomes, profits, and prices, profits and prices have continued to rise and the living standards of large sections of the working community to fall. Congress protests that no effective steps have been taken to prevent this continued trend on increasing profits.

Congress is of the opinion that until such times as there is a reasonable limitation of profits, a positive planning of our British economy, and prices are subject to such control as will maintain the purchasing power of wages at a level affording to every worker a reasonable standard of living, there can be no basis for a restraint on wage applications.

Congress declares that wage increases can be met without resulting in increased prices, for example, by reducing profits, and therefore calls on the General Council to abandon any further policy of wage restraint, and at the same time urges the Government to introduce statutory control of profits.

### **Fraternal Message of TLC Delegate**

Speaking as the Fraternal Delegate from the Trades and Labour Congress of Canada, Alderman R. K. Gervin of Vancouver

stressed the need of solidarity among the democratic countries of the world. Mr. Gervin said, in part:—

"We have had enough experience of Communism to be entirely certain that military measures are not enough to compete with the well-armed bandits now in control of Soviet Russia.

"We have dealt with dictatorships before. We are dealing or will deal with this one—the worst of them all. Today more perhaps than ever in history we must realize the full value of our democratic institutions to meet the threats to our established freedoms.

"The best and surest attitude is to make our democratic way of life operate effectively in the best interests of all."

Mr. Gervin reviewed the development of trade unionism in Canada, and spoke of Canada's resources and her social progress. He told the Congress that the example of the five Tolpuddle Martyrs still inspired Canadian trade unionists.

Labour in Canada had become a powerful force, Mr. Gervin said, and stood ready to give its full support in the struggle to support democracy. He praised the solidarity of working people throughout the Commonwealth.

Substantial wage gains had been won by the Canadian worker, although price increases had detracted from their value. Mr. Gervin told the delegates his Congress would welcome a return of the price controls removed after the war.

### **Other Resolutions**

The Convention adopted a resolution which declared that a policy of equal pay for equal work should be adopted in Britain, and urging that the Government, by adopting this policy itself, give the lead to other employers. This resolution was passed in opposition to the advice of the General Council.

Another resolution was adopted asking for a government inquiry into the relation between production costs and retail prices. This resolution also asked for re-examination of the effects of the purchase tax and consideration, by the Government, of its removal from all items except those in the luxury category.

After lengthy discussion, a resolution calling for immediate discontinuance of the conditions of Employment and National Arbitration Order was rejected by the delegates.

The General Council presented a supplementary report on the public control of industry. The report compared the different methods of controlling industry.

The object of this report was to see how wages and working conditions could be improved, and how labour's influence in industrial planning and management could be extended. The report was adopted by the Convention.

A group of resolutions proposing that the administration of nationalized industries should be controlled by industrial parliaments, to be established for each industry, was rejected. These resolutions had also asked that at least one-third of the members of the Boards of these industries represent the trade union movement.

The Convention urged that the benefits of increases in productivity be passed on by industry to consumers through lower prices; and to the worker by better wages and working conditions.

A resolution was passed, asking the General Council "to give early attention to the financial structure of the mining and

transport industries with a view to securing an easement of the burden of compensation and redemption funds on these industries."

Other resolutions were passed dealing with the National Insurance (Industrial Injuries) Act; the need for statutory provisions for the health, welfare and safety of office and other workers not covered by the Factories Act; the erection of small health centres; continued co-operation between the TUC and the Government regarding full employment and economic planning; education and housing. Several other resolutions were passed, and a number of others were remitted to the General Council for further consideration.

The new Chairman of the TUC for the coming year is Mr. Alfred Roberts, General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives.

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## ANNUAL CONVENTION OF AMERICAN FEDERATION OF LABOUR

*The 69th Annual Convention of the American Federation of Labour met in Houston, Texas, from September 18-23. President William Green in his keynote address urged an end of United States trade with Russia and higher wages. The delegates passed resolutions asking for defeat of the Taft-Hartley Act; and more social legislation.*

Representing nearly 8,000,000 organized workers, some 600 delegates attended the 69th Annual Convention of the American Federation of Labour held in Houston, Texas, September 18-23.

The aim of the Convention, as expressed in the official AFL publication the *American Federationist* was "to help the nation to mobilize its strength for the establishment and maintenance of world peace and security."

During the sessions, the delegates considered 128 resolutions, as well as several matters brought before the Convention in the Executive Council's Report.

Action was taken on a wide range of subjects of interest to members of the Federation, including a national emergency policy to insure a balanced economy; a demand for price controls; opposition to wage freezes until wages have risen to catch prices; continued effort for repeal of the Taft-Hartley Act; an expression of "earnest hope and desire" for labour

unity; denunciation of Russian tactics; support of the UN action in Korea; demand for labour participation on administrative control agencies; a pledge of continuing support to the ICFTU; and reaffirmation of AFL support for the Marshall plan and the "Point Four" program to aid underdeveloped countries.

Among the many speakers who addressed the convention were Secretary of Labour, Maurice J. Tobin, Oscar R. Ewing, Federal Security Administrator, Wayne Morse, Senator from Oregon, Tom Daugherty, general secretary, Australian Workers' Union, W. Averell Harriman, special assistant to President Truman, Gust De Muynck, assistant general secretary of the ICFTU, J. C. Turner, ILO labour counsellor, Roger Provost, fraternal delegate from the Trades and Labour Congress of Canada, R. O'Hare Lanier, president Texas State University, Francisco Aguirre, secretary general of the Inter-American Confederation of Workers, Miss



Florence Hancock and Sir William Lowther, British fraternal delegates, and Lawrence Hair, New Zealand fraternal delegate.

## **Address of President William Green**

The Convention opened with the keynote address of President William Green, who pledged to fight "with all the power that we possess to lift the wage level up so that it is established on a parity with prices before there is any freezing of wages." He also urged defeat of those congressmen who had voted for the Taft-Hartley Act.

Speaking on international affairs, Mr. Green strongly denounced Communist aggression in Korea. He said:—

I am sure you are all thinking about the tremendous war that is being carried on in Korea. It is disturbing us very greatly because they are calling for our sons to go there and fight for the preservation of liberty, freedom and democracy. Our feelings have been aroused because of the lying misrepresentations that have been made by the Communist government, in which they accuse America of being responsible for this terrible situation in Korea.

A great many of us think that it was the Russian army, equipped and financed by Russia. At any rate it was the North Korean communists that crossed the line into South Korea seeking to rob that country of its independence.

This convention should call upon our government now to stop buying anything from or selling anything to Russia, stop shipping goods to Russia from America because she will use them for the purpose of preparing for war.

Mr. Green predicted that "free, liberty-loving nations are going to win another great victory." The AFL had responded promptly to the government request for labour's support and co-operation in the war and national defence effort. However, the Federation intended to keep watch against profiteering and unjustified price increases. He maintained that "there is no justification for the mounting costs of food and those items that enter into the cost of living. . . ."

The AFL is opposed to wage and price freezing now because "such action . . . would mean freezing prices up high and wages down low," Mr. Green said. He pledged the Federation to "fight with all the power we possess to lift the wage level up so that it is established on a parity with prices. . . ."

Mr. Green strongly repudiated those in Congress who had "refused to listen to us and who voted for the notorious Taft-Hartley law." He reasserted the AFL's

"firm and fixed determination to fight on until we bring about absolute and unequivocal repeal" of the law.

Mr. Green also praised the new United States social security law; pledged continued AFL support to the International Confederation of Free Trade Unions; and promised that the AFL will stand steadfast against any Communist infiltration.

## **President Truman's Message**

President Harry S. Truman was unable to accept the Federation's invitation to address the Convention, but sent a message which was read to the delegates.

Mr. Truman extended his cordial greetings to the Convention, and noted the AFL's "long history of service to wage-earners . . . enabling them to improve their working and living conditions in such a marked degree it has rendered a signal service to the nation as a whole."

The President's message also referred to the amended Social Security Act of 1935, and supported the Federation's stand against the Taft-Hartley Act.

Concluding his message, Mr. Truman said:—

American workers will, I know, go all out in their efforts to expand our total production so that we can arm ourselves and help arm the free world. It is in this way that we will make the United States and the democratic nations powerful enough to meet the challenge of communist imperialism that today is a world menace.

Our workers will be joined by industry and farmers in a co-operative American effort to produce the goods our armed forces and the United Nations need in order to cope successfully with the world situation. The job will be even better done than it was in World War II when we broke all production records and in so doing helped to put down the threats to the freedom of liberty-loving peoples.

Now our capacity is greater, the danger is ever-threatening and our determination is, as it always has been in our history, to preserve the American way of life for our children and our children's children. That we shall do by working together, sharing sacrifices willingly, in order to preserve the institutions of democracy to which we owe our happiness as a nation.

## **Address of Canadian Fraternal Delegate**

Mr. Roger Provost of Montreal, fraternal delegate from the Trades and Labour Congress, brought fraternal greetings from the TLC to the AFL. Mr. Provost described the Canadian and American labour movement as "a solid and immovable bulwark against any tyranny which may, now or at any other time, threaten our hard-won freedoms and democracy."

Discussing the "unique" trade union situation in the Province of Quebec, Mr. Provost, said, in part:—

Almost the entire population of the Province of Quebec is of French descent, and almost all are descendants of people who lived in the northern part of France. They settled in Quebec centuries ago. They were living in Quebec long before the French Revolution and were largely unaffected by it. In fact it is fair to say that France is the New France; Quebec is Old France.

These French-speaking people brought their religion with them, and Roman Catholicism is still one of the strongest influences in the personal, family, and community life of the Province. While the Church has not opposed trade unionism, it has taken a different attitude in the Province of Quebec from what it has taken in the rest of Canada and in your country. While not opposing, and even in some cases encouraging, international trade unionism in the United States and the rest of Canada, the Church in Quebec has maintained and still does, that its members should belong to local unions closely associated with the Church, with adherence to the Catholic faith as a condition of membership.

In spite of this, however, our international unions have substantial memberships in the Province and their membership is growing. The bulk of that membership is composed of devout French-speaking Catholics. They believe that more of their working brothers and sisters should become members of, and enjoy the benefits of, international trade unionism. As a result the Quebec Federation of Labour of the Trades and Labour Congress of Canada is initiating a powerful membership and organizational campaign. We in the Province of Quebec have high hopes for the success of our organizing drive and I have given this background sketch so that you here in the United States may be better able to appreciate our problem in dealing with the unique trade union situation in the Province of Quebec.

The speaker sketched for the delegates the action which his Congress had taken at its Convention to close its ranks against Communist infiltration (L.G., Nov., 1950, pp. 1792-1807). Internationally, Mr. Provost declared "Korea (is) a stern warning of what may lie ahead." He emphasized Canadian labour's determina-

tion to resist all aggression, and said that "Canada will stand firm."

Canada's efforts to aid in world preparedness will mean a considerable diversion from civilian to military production, and "this cannot fail to have a worsening influence upon the cost of living," Mr. Provost said. The TLC wants "curbs placed upon inflation . . . (and has) urged the Government to take the necessary steps to control prices."

The Trades and Labour Congress did not want the "arbitrary" controls imposed during the last war, Mr. Provost said. His Federation wanted organized labour to be consulted before any controls are imposed. He said:—

Under our present wage contracts which are binding legal agreements our wage structure is the most stable part of our Canadian economy. We do not want to see that disturbed. In fact what we want is a similar approach to prices. We want prices negotiated in much the same way as we negotiate wages. When we negotiate wages we, as workers, through our union, come to an agreement with our employer. When the employer wants to change his price he doesn't have to negotiate with anybody under present conditions. We want him to have to negotiate with the consumer, and we are satisfied that that can be done by creating a government board on which there will be labour representation before which every price must be considered before it can be changed. In this way we can obtain both short-run and long-term price stabilization; the stability we have achieved in wages can be maintained and strengthened without submitting to wage freezing, and organized labour will be able to wield sound and responsible influence over our economy and our living conditions whether in peace or war.

Mr. Provost also spoke on the recent Canadian railway strike, and the joint stand taken by the TLC and CCL.

Concluding his address, Mr. Provost said, "... if we take to the world's peoples our tried and proven ways out of which have come personal freedom and civil liberty, the time is not too distant when working men and their families in all of the countries of the world may join with us in life, liberty, and the pursuit of happiness."

## Labour Unity

A statement on labour unity was read into the Convention records by AFL vice-president Charles MacGowan. Mr. MacGowan, speaking on behalf of the Executive Council said:—

I want the record to show that the Executive Council of the American Federation of Labour is sincerely and genuinely trying to bring about organic unity in the American labour movement.



The Executive Council report to this convention shows that we have had conferences. They have been cordial and they have been friendly.

We make no promises as to what may come out of them. The conferences were suspended because of the conventions of both the American Federation of Labour and the Congress of Industrial Organizations, plus many international union conventions.

We have high hopes and we will work diligently to bring about the condition that the rank and file of the American labour movement wants—and that is organic unity.

## Other Resolutions

Among the other resolutions passed by the Convention were the following:—

A request for a lower tax on small incomes and increased excess profit taxes;

A proposal for an increase in the legal minimum wage to \$1 per hour;

Reaffirmation of support of low-rent public housing;

Reaffirmation of support of President Truman's civil rights program and particularly for legislation to compel fair employment practices;

A request for the United States Government to restate the American democratic creed to enhance its practical appeal to impoverished or oppressed people of other continents;

A request for Congress to pass pending national health insurance and public health legislation.

## Election of Officers

The Convention re-elected William Green as president for his 27th consecutive term. Mr. Green has been president since he succeeded Samuel Gompers, founder of the AFL, in 1924. Re-elected with Mr. Green were Secretary-Treasurer George Meany, and all thirteen vice-presidents, who serve as the Executive Council.

# DEVELOPMENT OF A POLICY FOR INDUSTRIAL PEACE IN U.S. ATOMIC ENERGY PLANTS

*A recent study of labour relations in U.S. atomic energy plants describes the efforts of management, labour and government to maintain democratic procedures of collective bargaining in an industry where it is necessary to avoid strikes.*

How one of the United States' essential industries—atomic energy—has avoided disastrous strikes is the subject of a pamphlet issued by the National Planning Association<sup>1</sup> entitled *The Development of a Policy for Industrial Peace in Atomic Energy*. The author, Donald B. Straus, is Executive Secretary of the Atomic Energy Labour Relations Panel.

The report derives unusual interest from the fact that collective bargaining in the atomic energy industry is complicated by the third-party role of government in guarding the national security and in controlling all costs of the program.

The purpose of the report is stated to be to increase public understanding "(1) of

the intensive efforts being made by management, labour, and the government to maintain democratic procedures of collective bargaining in a government-owned, privately-operated plant; and (2) of the complexities of collective bargaining in other essential industries."

## Use of Flexible Methods

The progress that has so far been made in the search for democratic methods of safeguarding industrial peace in the atomic energy industry is attributed, in the report, to voluntary and flexible methods rather than legal compulsion for solving labour-management disputes.

The present national policy on labour relations in the industry is recognized by those who framed it, and by contractors and unions operating under it, as a compromise rather than a precise guarantee against interruptions of vital production, it is stated. However, according to the author, it has gained acceptance by the parties concerned because it seems to

<sup>1</sup> The National Planning Association describes itself as a "non-profit, non-political organization, devoted to planning by Americans in agriculture, business, labour and the professions." Its Committee on the Causes of Industrial Peace under Collective Bargaining, which has issued a series of studies on labour-management relations (see p. 2045) comprises well-known representatives of U.S. labour and industry, and prominent observers of industrial relations.

provide the maximum assurance possible against strikes without depriving management and labour organizations of the initiative and freedom necessary for the progress of the atomic energy program.

### **Threat of Strike in 1948**

The report points out that a strike threat at Oak Ridge, Tennessee, in the summer of 1948, directed attention to labour relations in atomic energy. The President appointed a Commission on Labour Relations in Atomic Energy Installations, with the request that it suggest a desirable policy for the conduct of labour relations in the industry. The investigations of the Commission resulted in the establishment of an Atomic Energy Labour Relations Panel, which was appointed by the President in April, 1949, to assist in peaceful settlement of disputes in vital parts of the program.

The Panel was faced at the outset with reconciling two objectives of the Atomic Energy Commission, not easily compatible: first, the need for national security, and second, the desire to assimilate the atomic energy industry into the normal business structure of the country so far as possible. The Commission, it is stated, has consistently encouraged collective bargaining between the contractors and their employees on the normal and typical aspects of wages, hours, and working conditions, and has refused to interfere in bargaining sessions. At the same time the AEC has had to carry out its responsibility for controlling costs of the program and for protecting it against espionage and sabotage—which unavoidably affects the attitudes of management and unions at the bargaining table.

### **Procedures of Labour Relations Panel**

The complex, intertwined relationships of the various parties concerned make the Panel's work difficult because of the wide variety of interests and the range of activities involved. Actively participating in the atomic energy program are the Government, including Congress and the Atomic Energy Commission, representing the public interest; contractors, including universities, representing private industry; the American Federation of Labour and the Congress of Industrial Organizations, representing workers with many different skills, who must consider their internal political problems and the effect of contracts in atomic energy on their members elsewhere.

A fundamental element in the success of the present policy is the reliance upon labour-management co-operation rather than legislation or dictation by the AEC. Companies and unions in the atomic energy program have agreed not to cause any interruption of production through strikes or changes in the basic working agreements without first giving the Panel a chance to resolve the differences. When one of the parties to a dispute in atomic energy feels that it has gone as far as possible in collective bargaining and still has not been able to negotiate terms which are acceptable, it may then notify the Panel. This is in tacit recognition that the right to take economic action of any kind remains in escrow with the Panel until after this impartial group has either (1) dismissed the case as one affecting a non-essential part of the atomic energy program, or (2) had an opportunity to settle it. In theory, at least, no strike in atomic energy is possible until the Panel has been officially notified of the dispute and has followed its procedures. Thus the nation is safeguarded against any surprise emergency—and is further protected by the deliberative processes of the Panel.

The procedures of the Panel purposely are indefinite. This is primarily to allow the Panel every opportunity to bring about an agreement but also to avoid letting the parties know in advance what to expect from the Panel so that they will be less eager "to relinquish their own responsibility for working out a solution." According to the author, the "fuzziness" of outline in part distinguishes the Panel's procedures from compulsory arbitration. A further distinction, he points out, is that Panel recommendations are by no means an assured part of the process nor, once given, are they binding. They can be accepted or rejected by the Atomic Energy Commission, the contractor, or the union.

### **Attitude of Labour**

It is interesting to note the author's statement that, prior to the establishment of the Panel, both AFL and CIO unions tended to favour the institution of compulsory arbitration in atomic energy plants. An AFL statement pointed out that "emotional pressures from the public, Congress, and [labour's] own organizations, due to the tremendous public interest involved, serve as restrictions upon labour from exercising its prerogatives" (i.e. the right to strike). An AFL officer said: "Bargaining with contractors, with the practical right to strike non-existent, is just mere shadow boxing."



A CIO official told a Joint Congressional Committee that "the possibility of a strike and the threat of a strike" is "part of the system of settling labour disputes in this country."

With the possibility of strikes removed, it seemed to both organizations that some modification of the collective bargaining process was necessary. "As a matter of fact," the author states, "both unions tried to avoid the word 'compulsory' in connection with arbitration, as this implied legislation and a standing injunction against strikes in the atomic energy industry. Legislation of this kind, both unions felt, would have far-reaching and evil effects on industrial relations. They also argued that experience in other countries showed that compulsory arbitration is not necessarily an airtight safeguard against strikes. Both unions preferred to have AEC require all of its contractors to agree 'voluntarily' to submit all disputes that could not be settled at the bargaining table to arbitration. In return, the unions were willing to agree 'voluntarily' not to strike."

### Avoidance of Special Legislation

Commenting on the necessity for avoiding strikes in atomic energy plants, the author declares:—

"Any formula that blocks strike action must also provide an alternative means of achieving a settlement that will be accepted by the parties. The only full substitute so far invented is compulsory arbitration. But time and again in the history of industrial relations, both here and abroad, compulsory arbitration has failed as a positive guarantee against strikes. Unless an arbitration award is acceptable to both management and the union, a strike remains a very real possibility, and neither laws nor other compulsions are certain safeguards.

"Compulsory arbitration has the further drawback of harming the collective bargaining process. Experience has proved over and over again that when arbitration is known to be available at the end of the bargaining road, even those disputes which might under normal conditions be settled without a strike are pushed on to the arbitrator for decision. The President's Commission sensed that this would be especially true in atomic energy, since both unions and management were so concerned with the precedent-setting effect of collective bargaining in this field. A union faced with a wage settlement which it feels would be unpopular among the rank and file, and which perhaps is less than it hopes to get by calling a strike elsewhere, will often

prefer to have the settlement decreed by an outsider, thus disclaiming any responsibility for, or acceptance of it. Similarly, management may prefer to be 'forced' into a wage increase which under the circumstances seems inevitable—but which it thinks is greater than it would agree to in its home plants—than to have the increase set as a 'voluntarily' reached precedent."

The President's Commission, in avoiding any recommendation for special anti-strike or arbitration legislation in atomic energy, put its faith instead in creating the most favourable environment for achieving agreements.

In its report to the President it said:—

We make no recommendation for enactment of special legislation at this time, believing that the recommendations or something substantially equivalent to them should be given a trial for a period of 2 or 3 years. If they failed to secure continuity of production at any vital Government-owned, privately operated atomic energy installation, the effect would be to throw the full responsibility back into the hands of the Atomic Energy Commission. If this responsibility then seemed to make any special legislation necessary—Congress would have the benefit of that experience in considering such special legislation.

### Cases Heard by Panel

On June 10, 1950, the Atomic Energy Labour Relations Panel had been in existence for over a year and had been called in on eleven cases. Nine had been settled satisfactorily by a variety of techniques and two were still in process.

Four cases—two in construction at Oak Ridge, Tennessee, one involving a unit of guards at the Mound Laboratory in Miamisburg, Ohio, and one involving the determination of the appropriate bargaining unit at Sandia Laboratory in Albuquerque, New Mexico—were settled after the Panel was called in, but before it formally accepted them.

One case involving job classifications at the Mound Laboratory was settled by the Panel's repeated referral of the dispute back to the parties for more bargaining.

One wage case on a new construction job at the K-29 and K-31 building sites at Oak Ridge was settled by arbitration, although a short wildcat strike—quickly put down by union officers—marred the orderly handling of the case.

Two wage cases—one at the X-10 Laboratory at Oak Ridge and one at the Mound Laboratory—were mediated to settlement after the Panel had stimulated the parties to seek further agreement on basic facts.

The Panel made a formal recommendation on one case involving jurisdictional problems on an assignment of work for the new K-29 and K-31 plant sites at Oak Ridge.

The two cases still unsettled were over wages—one in the K-25 Plant at Oak Ridge and one at Knolls Laboratory in Schenectady, New York.

An important factor in agreement-making to date and for the future, the author stresses, is the strong moral responsibility felt by contractors and labour unions to maintain atomic production. Both not only have patriotic motives, but also recognize that if the present policy proves ineffective in avoiding disastrous strikes in atomic energy, public opinion will demand that work stoppages be outlawed by drastic legislation—which, by extending government control over wages and working conditions, might have far-reaching effects on collective bargaining outside the industry.

Difficult problems in atomic energy labour relations still remaining unsolved are raised by the author. One is the reconciliation of reasonable cost control by AEC with non-interference in collective bargaining between the contractors and their employees. Steps have been taken to work out with the contractors and unions involved broad principles which can serve as criteria for wage costs which the AEC will reimburse, but which will be sufficiently general to allow ample room for bargaining. No definite principles had been agreed to at the time the report was written.

## Strikes and the Public Interest

A foreword to the report sketches the nature of the basic problem of maintaining peace in the atomic energy, as in other essential industries, as follows:—

“Strikes in essential industries present one of the great American dilemmas. They emphasize the frequent conflict between individual freedom and the common welfare.

“By law and by tradition, the right to strike is an accepted feature of our democratic society. American workers should be free to exercise their economic strength in order to obtain fair wages and good working conditions. The strike is their strongest weapon and ultimate source of power.

“Nevertheless, we recognize that the exercise of that right should not be abused

to an extent where it irresponsibly threatens the overriding public interest. Modern technology has so increased specialization and thus the economic interdependence of our people that strikes in essential industries may disastrously affect the general health and safety. Today, a few strategically placed individuals can make decisions adversely affecting millions of their fellows.

“Certainly when there is a conflict between individual freedom and the public welfare, the latter must come first. When disagreements occur between employers and employees in essential industries, the public cannot tolerate prolonged work stoppages to force one side to change the position of the other and thereby reach ‘agreement.’ Our government neither can nor should permit parties to collective bargaining in these industries the extravagance of a genuine test of strength by a prolonged work stoppage.

“No democratic government has long stood idly by in such cases, and none could remain long in office. Thus while the unlimited right to strike or lockout exists in theory, in practice it is a limited right—it exists only so long as it is not used beyond the limits of the public’s tolerance. . . .

“As a last resort, American governments have always stepped forward to end prolonged work stoppages in essential industries. Doubtless they will continue to do so—and with continued public approval. But what they should do *after* they step forward is subject to much less agreement. Compulsory arbitration, injunction, and plant seizure have been tried and generally found wanting.

“In atomic energy, the experiment of not announcing in advance the precise nature of the government’s proposed action is being tried. Flexible and non-legalistic techniques are being employed.”

The foreword adds that “it is clearly too soon to reach a final judgment as to the success or general applicability of the techniques being employed. But the short record is an encouraging one and future developments deserve careful attention.” There may well emerge, the statement continues, “a common law,” based on experience and precedent, that will have implications for management-labour relations in other essential American industries.



# CAUSES OF INDUSTRIAL PEACE UNDER COLLECTIVE BARGAINING

*Significant parallels in the basic causes of industrial peace are found in the eight cases so far studied by the National Planning Association, in its attempt to find an answer to the question "What Makes Industrial Peace?"*

For its eighth case study of the causes of industrial peace under collective bargaining, the special committee of the National Planning Association selected for analysis the Marathon Corporation, described in the report as "one of Wisconsin's leading companies in the highly competitive paper industry."

In a statement accompanying the authors' analysis, the NPA committee stresses the value of this particular study as a companion piece to Case Studies Nos. 1 and 7, which dealt with paper companies on the West Coast and in New England (L.G., 1949, p. 703, and April, 1950, p. 438).

This study, it is claimed, adds further strong evidence that constructive and reasonable attitudes of employers and union representatives toward bargaining are far more important in achieving industrial peace than outside factors such as the size, profitability, or location of the company, or the number of unions involved.

## **Marathon Corporation and Seven Labour Unions**

The thirteen-year record of Marathon's peaceful relations at four Wisconsin plants and one Michigan plant has been marked by integrity, good faith, and a willingness to bargain on the part of management and unions, according to the report.

The company deals with seven unions, composed of all of the company's production and maintenance workers, numbering about 3,000. The bulk are members of AFL's twin paper unions, the International Brotherhood of Paper Makers, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The rest are members of four AFL printing unions and the independent International Association of Machinists.

The record shows that there has never been a strike at Marathon. Arbitration has never been resorted to, although contracts call for arbitration of differences over the interpretation and meaning of the contract. Neither the company nor any of the unions has resorted to the courts, and governmental administrative agencies have been called in on labour relations matters only

when the law required it. Conciliation has been resorted to but twice, and on one of these occasions the matter was beyond the control of both the company and the local union. Both company and union credit the recent president of the 40-year old company as the "principal architect" of the relationship.

The authors of the report conclude that there are twenty factors which have contributed in varying degrees to the remarkable record of industrial peace at Marathon. There seems no question to them, however, that most important are the facts that Marathon's management officials act on the principle that "a company gets just about the kind of labour relations it asks for" and that the unions with which Marathon deals have a record of responsibility and maturity.

The committee and the authors show that the company, the union, and the public have gained from this constructive relationship. The company has prospered and steadily expanded. Its sales have increased about five and one-half times; employment has almost quadrupled; and profits—figured on sales or net worth—are satisfactory. The workers have received wages above local levels, comparable to competitive rates within the industry as a whole, but somewhat below metropolitan standards. In addition, fringe benefits account for a sizeable amount of the company's wage bill. Employment has been steady and turnover low. Both the company and the unions recognize the peril of losing customers due to work stoppages. There has been no collusion against the consumer through arbitrarily high prices.

Referring to earlier Case Studies of pulp and paper companies, the NPA committee explains that three studies were made in the same industry in order to see how unions which have peaceful relations with one company fared with other companies in different geographical locales and under different bargaining conditions. "We wanted, too, to explore the effects that the size of the bargaining unit and the presence of multi-union bargaining had on specific relationships. Thus, although

there are similarities in these three cases, there are also important points of difference." For example, Crown Zellerbach Corporation (*Case Study 1*) is the second largest pulp and paper company in the country and it bargains as part of a region-wide employer group on the Pacific Coast. Nashua Gummed and Coated Paper Company in New Hampshire (*Case Study 7*) has less than 1,000 employees and it bargains individually with seven unions. Marathon is between the two, both geographically and in size, and it bargains with seven unions individually. Nevertheless, the authors and committee find significant parallels in the basic "causes" of industrial peace in the three paper companies, as well as in the other *Case Studies* of other companies in other industries.

The Marathon study reaffirms the importance of the following factors found in the seven previously studied situations:—

1. There is full acceptance by management of the collective bargaining process and of unionism as an institution;
2. The unions fully accept private ownership and operation of the industry; they recognize that the welfare of their members depends upon the successful operation of the business;
3. The unions are strong, responsible, and democratic;
4. The company stays out of the unions' internal affairs; it does not seek to alienate the workers' allegiance to their unions;

5. Mutual trust and confidence exist between the parties. There have been no serious ideological incompatibilities;
6. Neither party to bargaining has adopted a legalistic approach to the solution of problems in the relationship;
7. Negotiations are "problem centered"—more time is spent on day-to-day problems than on defining abstract principles;
8. There is widespread union-management consultation and highly developed information sharing.

The study gives a brief history of the company and describes the type of jobs performed. It then reviews the coming of the unions, and the developments of collective bargaining. A chapter entitled "administering the Contracts" deals with grievance procedure, seniority, discipline and discharge, and other matters. The study is enlivened with a series of accounts of episodes illustrating various aspects of the union-management relationship.

It concludes with a listing of some of the problems which union and management may have to face in the future, which "may be tougher than anything the parties have had to face in the past."

"None of these possibilities, however, represents a matter so serious that it cannot be overcome by the same brand of integrity, good faith, and willingness to bargain which the parties have shown in the past. Furthermore, they have managed to build up a tremendous reservoir of good will which can withstand hard knocks."

## INTERNATIONAL LABOUR ORGANIZATION

### Participation of ILO in United Nations Technical Aid Program

The International Labour Organization has begun to provide technical assistance to its member countries as part of the United Nations program for the economic development of underdeveloped areas (L.G., March, 1950, p. 312; Aug., p. 113).

The ILO's contribution to the program is being co-ordinated with the contributions of other UN specialized agencies through the Technical Assistance Board which was established by a resolution approved by the Economic and Social Council and the General Assembly of the United Nations.

The equivalent of \$20,000,000 has been pledged by 54 Governments to finance the program up to December 31, 1951. Of this sum, roughly \$2,000,000 will be allocated to the ILO.

The fields in which the ILO is providing assistance include vocational guidance and

training, employment service organization, migration, labour statistics, co-operation and handicrafts, industrial welfare, labour inspection, labour legislation, industrial relations, agricultural working and living conditions, social security, industrial safety, and industrial hygiene. Assistance will also be given in the solution of specific problems relating to particular industries or categories of persons.

Assistance is being supplied by missions composed of experts, and in the form of seminars, training institutes, meetings for the exchange of information, and in various other ways.

The ILO has provided technical assistance to its member states since the earliest years of the Organization. With the funds that have been made available under the new program, however, the possibilities of



increasing the Organization's work of this kind have been considerably enlarged.

Countries which have requested assistance within the ILO's area of responsibility under the new program include Burma, Ceylon, Colombia, Ecuador, India, Indonesia, Iran, Israel, Lebanon, Pakistan, Thailand and Turkey.

Preliminary work has been started on some of the projects proposed by these countries, and others are under consideration by the Technical Assistance Board. Certain of the projects will be undertaken by the ILO in co-operation with one or more of the other international organizations participating in the program.

## Publication of Handbook on Canada's National Employment Service Inaugurates ILO Series

With the publication of *National Employment Services, Canada*, the International Labour Office has, as part of its manpower program, begun the issue of a series of handbooks intended to serve as a guide in the development and improvement of employment services throughout the world. The handbooks will bring together and make available in comparable form surveys of employment service policy, practices and techniques in various countries.

The National Employment Service of Canada was requested to prepare the first report in the series.

The material is presented according to a uniform plan which will be followed by the countries participating. The first two

chapters include a general introduction and an account of the administrative organization of the service. The bulk of the information is contained in chapter 3, which describes in detail the functions, program and procedures of the service, under such headings as statement of policies, organization of placement work, employment information, employment counselling, service to special categories of workers and special industries, and co-operation in economic and social planning and administration. The remaining chapters deal with the organization and operation of advisory committees, recruitment and training of employment service staff, private employment agencies, and employment service research activities. Specimen forms are shown in the appendix.

## Freedom of Association and Conditions of Work in Venezuela

The International Labour Office has published a report prepared by a mission sent to Venezuela by the ILO in response to an invitation from the Government of that country.

Under the terms of this invitation, the purpose of the mission was "to secure complete and impartial information concerning social problems, general conditions of work in the different industries, the scope of the benefits and protection afforded to workers under the legislation in force and the National Government, and the development and functioning of trade unions." The mission was headed by Jef Rens, senior Assistant Director-General of the International Labour Office. It spent seven weeks in Venezuela in 1949.

According to the report, freedom of association in Venezuela "is far from being complete."

The report said the Venezuelan unions "do not at present enjoy a freedom of action and organization comparable to that

enjoyed by countries in which the functioning of workers' organizations is protected from legal or administrative restrictions."

At the same time, the report described the social legislation of Venezuela as "very progressive and conceived in such a manner as to ensure the effective protection of the workers."

It said that in the field of living conditions and conditions of work, certain Venezuelan laws generally conform to—and sometimes go beyond—ILO standards. However, it added, this legislation was not applied everywhere with the same degree of effectiveness.

To consolidate the legislation, certain revisions appeared necessary, the mission suggested. It said, however, that it would be difficult for the Government to undertake these revisions without the active collaboration of the workers and employers concerned, and it emphasized that a return

to freedom of association appeared to be a condition for this collaboration.

Certain measures taken by the Military Junta since the mission's visit indicated a new trend in the Junta's attitude toward the right to organize and other fundamental freedoms, the report said.

The mission said it had carefully refrained from expressing any judgment with regard to questions which did not fall within the terms of reference of the Venezuelan invitation.

The mission suggested, however, "in the light of the situation" it had reviewed, that the Venezuelan Government "give the fullest and most earnest consideration to the following steps designed to permit the normal functioning of a healthy trade unionism."

1. Removal of the bar against the re-election by the trade unions of former members of their executive committees.
2. Lifting of the obligation to obtain prior Government approval for the holding of trade union meetings.
3. Re-establishment of the liberty of the unions to form national federations and confederations.
4. Restoration of the right to strike and lockout within the limits of the labour law.
5. Encouragement of collaboration in the economic and social field

between free strong and independent organizations of employers and workers.

The report also suggested measures to improve Venezuela's social security legislation and its labour inspection services.

The report suggested that the workers' and employers' organizations could themselves contribute to the re-establishment of normal industrial relations in the country.

It said the mission considered the employers should "endeavour without delay to set up free representative organizations, the absence of which constitutes a regrettable gap in the social structure" of Venezuela.

The mission also considered, the report declared, that "the trade union officials might, to such a degree as is possible, protect the unions from the vicissitudes of political life and enhance their prestige and the effectiveness of their action by drawing a clearer demarcation between their purely trade union activities and their political activities. . . ."

"The mission is convinced," the report concluded, "that if the Venezuelan Government were to adopt the recommendations which it has put forward a secure foundation would be laid for the gradual development in Venezuela of a free trade union movement and a body of social legislation corresponding to the needs and aspirations of the Venezuelan people."

## ILO Report on Employment Conditions on Panama Ships

The International Labour Office has published the report of a committee of inquiry which investigated employment conditions in ships flying the flag of Panama.

The report was examined by the Governing Body of the ILO, and was published in agreement with the Government of Panama.

The volume contains a statement made by the Governing Body drawing attention to certain points concerning the report and making certain suggestions and recommendations. The volume also contains

certain observations on the report made by the Government of Panama.

The committee of inquiry was set up by the Governing Body in December, 1948 at the request of the Panamanian Government after the International Transport Workers' Federation threatened a boycott of certain Panama flag ships.

The committee was composed of Herman Vos, member of the Belgian Senate, representing Governments; A. Dalgleish of the United Kingdom, representing the workers; and A. G. Fennema of the Netherlands, representing the employers.



This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

# INDUSTRIAL RELATIONS AND CONCILIATION

*The Honourable Mr. Justice R. L. Kellock, of the Supreme Court of Canada, was appointed during October to arbitrate the matters in dispute between the railways and the trade unions representing non-operating employees.*

## Introduction

Pursuant to the provisions of The Maintenance of Railway Operation Act, discussions on the current dispute between the major railways and the trade unions representing groups of non-operating employees began in Montreal on October 4 between officers of the four railway companies involved and the negotiating committee of the seventeen associated unions.

On October 10 the Government was notified by letter that the differences between the parties as to the terms of a collective agreement had not been resolved. The Government was also informed that the parties had been unable to agree upon the selection of a person to act as arbitrator, as contemplated by the law passed by Parliament to terminate the railway strike of August 22-31.

After the expiry of the thirty-day period provided by the Act for negotiations and of the fifteen-day extension thereof granted upon the request of the parties, His Excellency the Governor General in Council on October 17 appointed the Hon. R. L. Kellock, one of the Justices of the Supreme Court of Canada, as the arbitrator to determine and decide all matters that had not been agreed upon between the railway companies and the unions. The appointment was made upon the recommendation of the Minister of Labour, the Hon. Milton F. Gregg, V.C., by Order in Council P.C. 4994.

The Hon. Mr. Justice Kellock entered upon his duties on October 27, when he

convened a hearing in Montreal. The arbitration proceedings continued for three days the following week and were renewed on November 8.

\* \* \*

Another development of interest during October was the receipt of majority and minority reports of a Board of Conciliation and Investigation under the chairmanship of His Honour Judge A. Cochrane, of Brampton, Ontario, dealing with a dispute between the Ottawa Transportation Commission and its employees represented by Division No. 279, Amalgamated Street, Electric Railway and Motor Coach Employees of America. The full text of the reports are printed below. Following the release of the Board's recommendations, the employees voted in favour of their acceptance but the recommendations were rejected by the employer. Further conversations were taking place between the parties at the end of the period under review.

\* \* \*

The Minister of Labour also completed the personnel of two Boards of Conciliation and Investigation to deal with disputes between The Canadian Press and its subsidiary, Press News, Limited, and their employees represented by the American Newspaper Guild. In the absence of a joint recommendation from other members, the Minister appointed His Honour Judge A. Cochrane, of Brampton, Ontario, as Chairman of each of the Boards.

## ***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every

reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of October. The Board issued seven certificates designating bargaining agents, rejected five applications for certification, and ordered four representation votes. During the month the Board received three applications for certification.

### Applications for Certification Granted

1. Three certificates designating the Canadian Merchant Service Guild, Inc., as bargaining agent for separate units of deck officers employed by (1) Blue Peter Steamships Limited, on board the ss. *Blue Peter II* and mv. *Blue Cloud*; (2) Provincial Steamships Limited, on board the ss. *Federal Trader*, and by (3) Northlantic Sealers Limited, on board the ms. *Blue Seal*. Head offices of the Companies are located in St. John's, Nfld. (L.G., Sept.,

1950, p. 1556, and Oct., 1950, p. 1669).

The National Association of Marine Engineers of Canada, Inc., was certified as bargaining agent for three separate units of engineers officers below the rank of chief engineer employed by the same Companies (L.G., Sept., 1950, p. 1556, and Oct., 1950, p. 1669).

2. District Council No. 3, National Association of Marine Engineers of Canada, Inc., for a unit of engineer officers below the rank of chief engineer employed by Paterson Steamships Limited, Fort William, Ont. (L.G., Sept., 1950, p. 1556).

### Applications for Certification Rejected

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and five employers of longshoremen at the Port of Quebec, including the Albert G. Baker Company



Limited, the Clarke Steamship Company Limited, W. G. McCauley, Anglo-Canadian Pulp and Paper Mills, Limited, and Robin Hood Flour Mills, Limited. The applications were rejected for the reason that the applicant organization had not received the support of a majority of the employees concerned in a vote conducted by the Board (L.G., Oct., 1950, p. 1668).

### Representation Votes Ordered

1. Local No. 779, Hotel and Restaurant Employees' and Bartenders' International Union, and Canadian National Railways (Newfoundland Hotel, St. John's, Nfld.) (L.G., March, 1950, p. 339). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

2. The Canadian Air Line Flight Attendants' Association and Canadian Pacific Air Lines Limited (L.G., Oct., 1950, p. 1668). The Board ordered the vote following an investigation of the application.

3. The Canadian Brotherhood of Seamen and the Quebec and Ontario Transportation Company Limited, Montreal (L.G., July, 1950, p. 1041). The Board ordered the vote following an investigation and a

public hearing of the parties concerned (See Reasons for Judgment below).

4. The Canadian Brotherhood of Seamen and the Gulf and Lake Navigation Company, Limited, Montreal (L.G., Aug., 1950, p. 1169). The Board ordered the vote following an investigation and a public hearing of the parties concerned (See Reasons for Judgment below).

### Applications for Certification Received

1. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers handling steam or other classes of motive power and employed by the Canadian Pacific Railway Company in its Prairie and Pacific regions (Investigating Officer: F. J. Ainsborough).

2. Division No. 1229, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, on behalf of a unit of employees of Island Motor Transport Limited, Charlottetown, P.E.I. (Investigating Officer: J. R. Kinley).

3. Communications Workers of America, on behalf of a unit of employees of the Northern Telephone Company Limited, New Liskeard, Ont. (Investigating Officer: R. L. O'Neill).

## REASONS FOR JUDGMENT in application for certification affecting

**Canadian Brotherhood of Seamen, Applicant,  
and**

**Quebec and Ontario Transportation Company, Limited, with  
head office at Montreal, Que., Respondent.**

This is an application for certification received by the Board under date of May 11, 1950, for certification of the Applicant as bargaining agent of a unit of employees of the Respondent consisting of unlicensed personnel employed on the vessels of the Respondent which operates a shipping business.

The Applicant had, according to the report of the Board's investigating officer following upon his check of the Applicants records, a majority of employees as members at the time the application was made.

The Respondent contends that it had entered into a collective agreement, dated March 16, 1950, with the Seafarers' International Union representing this unit of employees for a term ending March 15, 1951. The Respondent contends that at the time the collective agreement became effective the Respondent had satisfied itself that the Seafarers' International Union represented the

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, J. A. D'Aoust, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

majority of employees in the unit. The Respondent therefore submits that the application having been made less than ten months after the agreement became effective, the application is premature and should be rejected.

The Respondent had entered into a collective agreement in 1949 with the Canadian Seamen's Union which expired on March 14, 1950, and was not renewed. The Canadian Seamen's Union intervened in the present proceedings but subsequently withdrawn, thereby abandoning any right it may have had to represent

the employees by reason of having had an agreement with the Respondent covering the employees. The Canadian Seamen's Union had not been certified as the bargaining agent of the employees covered by the agreement. The Respondent states the agreement entered into with the Seafarers' International Union on March 16, 1950, was entered into on the representations of that Union that it represented the employees covered by the agreement, and that the company in signing the agreement stipulated that it was provisional in nature until the Union satisfied the company that it did represent the employees. The agreement was filed with the Department of Labour at the end of May, prior to which date the Respondent states the union had produced to it individual authorizations signed by 147 out of 149 employees in the unit, designating the Seafarers' International Union as bargaining representative of the employees and authorizing the Respondent to deduct union dues and assessments from wages. In addition, the Respondent states each employee in signing the monthly payroll sheet of the Respondent authorized the deduction of the monthly union dues to the Seafarers' International Union from his monthly pay and its remittance to the union. These signed authorizations and payroll sheets were produced at the hearing. The authorizations so filed are dated at various dates running from March 30, 1950, at earliest, into June, 1950, the great majority thereof bearing dates from March 30 on through to the end of the month of April, 1950.'

On the other hand, the Applicant points out that the aforesaid agreement between the Respondent and the Seafarers' International Union, a copy of which was produced at the hearing, contains a provision requiring the employees as a condition of employment to either join the union and continue as members thereof during their employment or, in the alternative, to pay one month's dues as well as initiation fees and to pay subsequent monthly dues as required of union members, and providing that failure by an employee to pay arrears of monthly dues at a pay-off date shall

constitute a bar to further employment until arrears are paid. The Applicant claims that, although the agreement is stated by the Respondent to have been provisional only, pending the establishment by the Seafarers' International Union of its claim to represent the employees, nevertheless the provision recited above was given effect to and made applicable immediately following the execution of the agreement, and that employees signed the authorization cards in March and April subsequent to the signing of the agreement under threat of loss of employment.

It is clear from the evidence before the Board that at the time the agreement between the Respondent and the Seafarers' International Union was signed that union had no authority of any kind to represent the employees covered by the agreement. The Respondent states that the agreement was not to be effective until the Seafarers' International Union had established its representative status to the satisfaction of the company.

The Board is of opinion that the existence of an agreement entered into in the circumstances related above should not be permitted to operate as a bar to the making of the present application.

The Board accordingly, without considering it necessary to the disposition of the application to reach any conclusion as to the final effect of the aforesaid agreement and the opposing contentions of the parties, gives its consent to the making of the present application. A vote will be taken, under the direction of the Chief Executive Officer of the Board, of the employees in the bargaining unit, namely the unlicensed personnel employed on the vessels of the Respondent. The names of both unions will appear on the ballot.

*(Sgd.) A. H. BROWN,  
Vice-Chairman  
and Acting Chairman  
for the Board.*

I. R. PRAZOFF, Esq.,  
M. E. NUTTALL, Esq.,  
*for the Applicant.*

C. R. MCKENZIE, Esq., K.C.,  
W. E. COLLISON, Esq.,  
*for the Respondent.*

Dated at Ottawa, October 12, 1950.



## REASONS FOR JUDGMENT in application for certification affecting

**Canadian Brotherhood of Seamen, Applicant,  
and**

**Gulf and Lake Navigation Company Limited, with head office at  
Montreal, Quebec, Respondent.**

This is an application for certification of the Applicant as bargaining agent of a unit of employees of the Respondent consisting of unlicensed personnel employed on the vessels of the company which operates a shipping business. The application is dated June 21, 1950, and was received by the Board on June 23, 1950. The Board's investigating officer reports, following a check of union records, that a majority of employees in the unit were members of the Applicant organization at the date of application.

The Canadian Seamen's Union is the certified bargaining agent of employees in the unit by virtue of a subsisting certification order made in 1946. The last collective agreement between the Respondent and the Canadian Seamen's Union expired in March, 1949. The Canadian Seamen's Union has not intervened in respect of the present application. In these circumstances, it must be assumed that the Canadian Seamen's Union no longer represents a majority of employees in the unit. The certification granted to that union as aforesaid is accordingly revoked.

The Respondent in opposing the application denies that the Applicant represents the majority of employees, and states that it entered into a collective agreement with the Seafarers' International Union under date of July 11, 1950, effective from July 1, 1950, to run until March 31, 1951, covering the employees in the proposed bargaining unit.

Both the Respondent and the Seafarers' International Union should be well aware that where a union has been certified as a bargaining agent for a unit of employees under the provisions of the Industrial Rela-

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, J. A. D'Aoust, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

tions and Disputes Investigation Act, no other union has authority under the Act to represent the unit for collective bargaining nor to bind employees in the unit by collective agreement until that certification is revoked.

In any event, the application was filed prior to the date of the alleged collective agreement, and is therefore in order as to the time when made. The Seafarers' International Union which is the other party to the alleged collective agreement has not intervened to oppose the application nor to attempt to establish its right to represent the employees in the unit.

A vote will be taken of employees in the bargaining unit consisting of unlicensed personnel on the ships of the Respondent, under the direction of the Chief Executive Officer.

(Sgd.) A. H. BROWN,  
Vice-Chairman  
and Acting Chairman  
for the Board.

I. R. PRAZOFF, Esq.,  
M. E. NUTTALL, Esq.,  
for the Applicant.

J. BRISSET, Esq., K.C.,  
for the Respondent.

Dated at Ottawa, October 12, 1950.

## Conciliation and Other Proceedings Before the Minister of Labour

During the month of October the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Local No. 38-163, International Longshoremen's Association, and the Shipping Federation of British Columbia, representing Canadian National Steamships, The Canadian Pacific Railway Company (B.C.

Coast Steamship Service), Frank Waterhouse of Canada Limited, Packers Steamships Company Limited, and Union Steamships Limited (Conciliation Officer: G. R. Currie).

2. Local B1440, International Brotherhood of Electrical Workers, and Chaudière Water Power Owners and Lessees, Ottawa (Conciliation Officer: Bernard Wilson).

3. The Canadian Navigators' Federation and the Prescott and Ogdensburg Ferry Company Limited, Prescott, Ont. (Conciliation Officer: L. Pepin).

### **Conciliation Board Appointed**

On September 19, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Eldorado Mining and Refining Limited, Port Hope, Ont., a Federal Crown Company, and Local No. 13173, District 50, United Mine Workers of America. The Board was appointed following receipt of the report of W. Dunn, who had been appointed by the Minister of Labour for the Province of Ontario as Conciliation Officer to deal with the dispute on the assumption that the Company came within the jurisdiction of the provincial authorities. Constitution of the Board has been delayed pending further discussions between the parties and with officials of the Federal Department of Labour.

### **Conciliation Boards Fully Constituted**

The two Boards of Conciliation and Investigation appointed by the Minister on September 8, 1950, to deal with matters

in dispute between The Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Nov., 1950, p. 1895) were fully constituted on October 30, 1950, with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman. Judge Cochrane was appointed by the Minister in the absence of a joint recommendation from the other two members of the Boards, Messrs. Gordon R. Munnock, K.C., and Herbert Orliffe, both of Toronto, who had previously been appointed on the nominations of the companies and union, respectively.

### **Conciliation Board Report Received**

On October 19, 1950, the Minister received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Sept., 1950, p. 1556). The texts of the majority and minority reports are reproduced below.

## **REPORT OF BOARD in dispute between**

**Ottawa Transportation Commission,  
and**

**Division No. 279, Amalgamated Association of Street, Electric  
Railway and Motor Coach Employees of America.**

Meetings of this conciliation board were held at Ottawa on the 1st and 2nd days of August, 1950, and again at Ottawa on the 16th and 17th days of August, 1950. A further meeting of the board was held at Toronto on the 6th day of September, 1950.

The following were present at the meetings held in Ottawa. On behalf of the Union: Messrs. W. P. Wall, International Representative of Amalgamated Association SER & MCE of America; J. A. Robinson, President of Ottawa Local No. 279; T. H. Hammell, Secretary; A. Brisbois, Treasurer; M. Goulet, Vice-President; H. Dyett, member of the executive; and J. H. Stitt, counsel. On behalf of the Commission: Messrs. E. F. Marchand, member of the Commission; D. N. Gill, General Manager, and A. W. Beament, K.C., counsel.

All members of the board were present at the meeting held in Toronto on the 6th of September which was for the purpose of considering our report.

On October 19, 1950, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with the dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Sept., 1950, p. 1556).

The Board was composed of His Honour Judge A. Cochrane, Brampton, Ontario, Chairman; John J. Connolly, K.C., Ottawa, and C. L. Dubin, Toronto, members appointed on the nominations of the Company and Union, respectively.

The texts of the Board's majority and minority reports are reproduced herewith.

We should first deal with the question raised by the Commission as to whether the Agreement dated the 6th day of



September, 1948, is still in full force and effect. The Commission has consistently taken the position that this Agreement is in fact still in effect and that the only question at issue which the conciliation board can consider is the question of pensions. The attitude of the Commission on this point is clearly set out in a letter from Mr. W. R. Creighton, Chairman of the Commission to Mr. Arthur MacNamara, Deputy Minister of Labour, dated the 13th of March, 1950. The parts of the letter which directly refer to the question as to whether there is an existing contract read as follows:—

In view of the fact that neither party to the Collective Agreement gave a notice terminating the Agreement at the end of 1949 under the provisions of Section 5, the Agreement automatically continues for the year 1950. Accordingly, since this Collective Agreement was entered into and up to the present time neither party has had or now has the right to require the other party to commence collective bargaining. That being so, neither party has at this time the right to request nor is there power in law to instruct a conciliation officer to confer with the parties.

Despite the legal position set out above, the Commission is quite willing, without prejudice to the continuance of the present Collective Agreement, to resume negotiations with the Union of a supplementary agreement and the introduction of a pension plan. The Commission must, however, oppose the appointment of a Conciliation Officer at the present time under the provisions of the Industrial Relations and Disputes Investigation Act, in view of the valid and subsisting Collective Agreement between the Union and this Commission.

A submission setting forth certain facts was made to the Hon. the Minister of Labour by the Union which bears date the 16th day of March, 1950, and some further correspondence in addition to the letter above referred to was had between the Commission and the Department. In this correspondence the Commission adhered to its original position but, in spite of representations made by the Commission, a Conciliation Officer was eventually appointed by the Department of Labour. The Officer failed to bring about a settlement between the parties and in his report to the Department bearing date the 1st day of June, 1950, it was pointed out among other things that the Union wished a Board of Conciliation to be set up but that the Commission was opposed to this being done. The Conciliation Officer had failed to arrange a settlement and recommended that a Board be established, and this Board was established on the 6th of June last. The setting up of the Board was done over the strong objec-

tions of the Ottawa Transportation Commission, and the Commission has not since in any way or at any time changed from its original position.

It may be significant that the appointment which is under the seal of the Hon. the Minister of Labour reads as follows: "Now therefore, the undersigned, the Minister of Labour of Canada, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act, does hereby appoint a Board of Conciliation and Investigation, to be constituted as in the said Act provided, which Board shall endeavour to effect agreement between the parties on the matters on which they have not agreed." No complete agreement has been arrived at since the appointment of the Conciliation Board and it is obvious, keeping in mind the position which has always been taken by the Commission and not receded from, that a settlement at the present time is not possible. Failing a settlement and following these conciliation proceedings the parties have certain rights. We have been asked to make a finding as to the legal position of the parties, but we are not sure that we should do so for the following reasons:—

1. To some extent at least we are being asked to review an Act of the Minister of Labour and this is not desirable.

2. A finding one way or the other might prejudicially affect the rights of the parties or one of them.

3. It is possible that one or other of the parties might apply to the courts for a ruling as to its legal position notwithstanding any finding which might be made by this board.

Under the circumstances we have concluded that it is advisable that we deal with all matters at issue between the parties and make our recommendations on the merits.

In this conciliation there were originally six matters at issue between the parties as follows:—

- (a) Request by the Union for a twenty-cent per hour general wage increase.
- (b) Request for a ten-cent per hour differential for skilled tradesmen.
- (c) Request for increased vacation days with pay.
- (d) Request for improvements in working conditions.
- (e) Request for alterations in sick benefits.
- (f) Request for establishment of a superannuation scheme.

Of the above the request for improvements in working conditions was settled by direct negotiations between the parties following the first sittings of the conciliation board.

**(a) Twenty-cent per hour general wage increase:**

The Union submitted a statement (which was not questioned by the Commission) showing the rates paid to first class operators by twenty-seven different transportation systems throughout Canada. The highest rate paid is \$1.27½ per hour; the lowest rate is 85 cents per hour—the Ottawa Transportation Commission pays its first class operators one dollar per hour. The average rate of pay, excluding Ottawa and excluding also the cost-of-living bonuses which are paid in certain places, is approximately \$1.08½ per hour; from which it will be seen that the Ottawa rate is well below the average. There has been a substantial increase in the cost of living since the Ottawa rate was established on the 1st of January, 1949, and this fact has an important bearing on the question as to what is a fair wage. No evidence has been submitted to the board which would suggest valid reasons why the Ottawa rate for operators should be so far below the average. It is our understanding that generally speaking the operators' rate is taken as the yardstick by which all of the rates are measured, and it would appear that the rates paid not only to operators but to other employees of the Commission are somewhat lower than those paid by other transportation systems. Since the last meeting of the board in Toronto we have considered the matter carefully and we recommend an increase of 15 cents per hour across-the-board, of which 12½ cents per hour shall be effective as of the 1st day of April, 1950, and the remaining 2½ cents per hour as of January 1, 1951.

It will be noted that after lengthy negotiations between the Commission and the Union the matter first went to conciliation on the 25th of March last; this being so we are of the opinion that the suggested dates are reasonable under all the circumstances. The employees should not be penalized for the long delay in the negotiations because it would appear that both sides are to some extent at least responsible for the delay; on the other hand it is obvious that if no provision is made for increased rates to be retroactive, employers could profit perhaps in some instances unfairly by prolonging negotiations.

**(b) Ten-cent per hour differential for skilled tradesmen:**

It is our opinion that differentials for skilled tradesmen should be established. The Union request is for ten cents per hour, but the evidence on the point is not too complete or satisfactory and we find it difficult, on what is before us, to recommend

a specific rate. We are of the opinion that differentials could be settled between the parties if base rates were first agreed upon, but under the circumstances and on what is before us the request of the Union for a ten cent differential does not appear to be unreasonable. We would therefore recommend adoption of the ten cent differential leaving it to the parties to decide as to how it should be applied, but on the understanding that existing differentials if any should not be reduced.

The Commission contends that it is financially unable to meet the demands of the Union; if this contention be correct the solution is in our opinion obvious, namely—to increase fares to meet increased costs of operations. It should be noted that there has been no substantial increase in fares for many years.

**(c) Increased vacation days with pay:**

We recommend in favour of two weeks' vacation after two years' service.

**(d) Improvements in working conditions:**

Settled.

**(e) Alterations in sick benefits:**

This question was not seriously in issue—little reference was made to it during the sittings of the board. The matter is referred to on page 15 of the Union brief under the heading Clause 10—Sections 31 and 32. This is a quotation from a memorandum indicating the position taken by the Ottawa Transportation Commission with regard to the presentations of the Union, and this quotation indicates an intention on the part of the Commission to improve the position of its employees so far as sick benefits are concerned. Very little was said during the sittings and therefore the matter does not appear to be in issue and it seems to us that if there are differences between the parties they could in all probability be settled by direct negotiations. We therefore make no recommendation in connection with this matter.

**(f) Establishment of superannuation scheme:**

The establishment of a superannuation scheme or plan is in itself not an issue between the parties as the Commission has always indicated its willingness to do so. Practically the sole question at issue in connection with this matter is the refusal of the Commission to recognize "past service" rendered by the employees when the transportation system was owned and operated by the Ottawa Electric Railway Company. The Commission takes the position that when the system was purchased by the City of Ottawa the City did not



purchase the Company but only the physical assets of the Company. At the time of the purchase no superannuation scheme or plan had ever been set up by the Company. It would appear that representations had in the past been made by the Union to the Company on this subject but it had never been pressed to a conclusion. The Commission takes the position that it is not legally bound to recognize "past service" to the Ottawa Electric Railway Company, and it is contended further that the Commission has no funds on hand out of which such a fund could properly be set up. It would appear that this contention is correct.

On the other hand the men who have given many years of faithful service to the Ottawa Electric Railway Company and to the public of Ottawa and who are faced with permanent lay-offs in the near future are not in a happy position. Whether this matter was considered by the City Council at the time of the purchase has not been disclosed and it has not been shown that the Union made any representations to the Council at that time. It would appear therefore that the responsibility for the present situation does not rest entirely on the shoulders either of the Union or of the Corporation; nevertheless we are of the opinion that it is desirable that in any superannuation plan or scheme which may be established recognition should be given to past service. It is our understanding that the street railway system is owned by the Corporation of the City of Ottawa, but operated by the Commission for the City. If in fact funds or means to provide funds for this purpose are not available to the Commission, it may be that the Corporation of the City of Ottawa might recognize an obligation to these men and provide the necessary funds to finance a superannuation plan. In its request for recognition of past service the Union asks for twenty dollars per year for each completed year of service, but not exceeding twenty years in any case. In view of the fact that the entire responsibility for the present situation does not rest on the Corporation or the Commission, we recommend that in any plan or scheme for superannuation which may be set up recognition be given ten years of past service rendered prior to the date when the Commission purchased the physical assets of the Ottawa Electric Railway Company, namely, August 10, 1948.

Dated at Brampton this 18th day of October, A.D. 1950.

(Sgd.) A. COCHRANE (*Judge*),  
*Chairman.*

(Sgd.) C. L. DUBIN,  
*Employees' Nominee.*

## Minority Report

The 1949 contract between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street Electric Railway and Motor Coach Employees representing the men, set out certain specific provisions to govern the relationships which were to obtain between the parties. There may have been some matters not covered by the contract and upon which both parties felt no prescribed course of conduct was required. The method of terminating the contract, however, was not one of these. Section 5 of clause 2 of the Agreement reads:—

This agreement shall be in effect from the 1st day of January, 1949, until the 31st day of December, 1949, and shall continue from year to year thereafter until terminated by either party giving the other two months' notice of termination prior to the 31st day of December, 1949, or any anniversary thereof.

If either of the parties wished to terminate the contract it was bound to follow the rule prescribed in the aforesaid section. Neither party has taken advantage of this clause and I cannot see how it could be said in the result that the contract was terminated. If the clause were obscure there might be some room for doubt as to its meaning. But it is clear and it was not invoked.

It has been suggested that the letter written by the Union on the 31st day of October, 1949, seeking to have amendments made to the Agreement for 1950 was tantamount to a notice of cancellation. This argument might have been of avail to cancel the existing contract if there had been no easily understood method of cancelling.

Moreover it was stated for the Commission at the hearing in the presence of all parties, and not denied by the Union, that at a meeting between the parties shortly after the letter of October 31, 1949, was dispatched, the Union stated to the Commission's representatives that it was not its intention to terminate the agreement.

It is true that in a subsequent letter dated the 14th of December, 1949, the Union argued that it had sought to terminate the agreement by the earlier letter of October 31. This I think was a protest after the event and written to attempt to accomplish indirectly (and too late) what it could so easily and simply have done in time if it had so intended.

To hold, as I do, that no effective notice of termination of the Agreement was given is not to take too technical a view. It is simply to hold that when two parties agree by written contract to observe a simple

rule of conduct, they are both bound to observe that rule or to be bound by the consequences of their failure so to do.

### **Pensions:**

Both parties to the dispute agree that the question of pension rights is open for conciliation for 1950. The Union claims that the Commission should recognize the past service of employees who qualify for a period of twenty years. The Commission is willing to recognize past service for pensions back to August 13, 1948. This was the date upon which the Commission took over the assets of the transportation system and which it is now managing and operating in the City of Ottawa.

The Commissioners, as Trustees for the Corporation of the City of Ottawa, say that in law they cannot provide pensions for their employees based upon services rendered to a former employer. For the Commission it is stressed that in 1948 the physical assets of the Ottawa Electric Railway Company were purchased by the City of Ottawa, the Commission was established and it was directed to manage and operate the assets then bought. There is in evidence before us, and not denied by the Union as authentic, a Notice in the following form dated August 10, 1948.

Ottawa Transportation Commission  
Special Notice  
to the Employees of the  
Ottawa Electric Railway Company

All the present employees of the Ottawa Electric Railway Company desiring to continue their employment with the exception of a few who have been notified by letter, will be re-engaged by the Ottawa Transportation Commission on August 13, 1948, with their present status and seniority.

However, the Ottawa Transportation Commission can accept no responsibility for past service of any employee previous to August 13, 1948.

It is the intention of the Ottawa Transportation Commission to continue for the present the benefits presently enjoyed under The OER Insurance and Benefit Plan.

The Ottawa Transportation Commissioners look forward to receiving from the employees the same loyal and efficient service and co-operation that they have rendered to their former employers.

The Commissioners will in turn endeavour to keep the welfare of the employees before them at all times.

Ottawa Transportation Commission.  
Ottawa, August 10, 1948.

Every employee of the Ottawa Electric Railway Company who was hired by the Commission received this notice and

accepted employment with the Commission subject to its terms. I can find no authority in law for the Commission to recognize any pension rights and which would involve an expenditure of money by the Commission, for services except those rendered to the Commission.

The Ottawa Electric Railway Company did not establish a pension scheme for its employees before it sold its physical assets to the City of Ottawa. It was said that the Union had tried many times to have a pension scheme established, but without success. When the negotiations for the purchase by the City were conducted, apparently no consideration was given to the matter. It did not seem to be a factor which influenced the City when the purchase price was determined. The Union apparently did not then bring the matter to the attention of the Civic authorities. Yet it now appears as a potential liability of some \$450,000 for the system and indirectly for the City if the Union demands are met in full. I think it would be too much to ask the Commission alone to assume this responsibility.

For the Union it is urged and particularly on behalf of the older employees, that these men have given a lifetime of service to a transportation system for the citizens of Ottawa. Many of these employees are now reaching the end of their employable time and they have comparatively little security.

While I have trouble trying to convince myself that there is a moral responsibility on the part of the Commission, I think the citizens of Ottawa generally would feel that something should be done to recognize for the employees more past service than the service rendered to August, 1948. At the present time there is a pension fund covering past service for the civic employees including the firemen and the policemen. The pension fund for employees of the street railway system would be in accord with the policy followed for other civic employees and with the trend of such matters today. In the circumstances, however, and taking into account the facts which I have stated above, I would recommend to the Commission that their pension scheme should recognize past service to no more than 10 years prior to January 1, 1951. accepted employment with the Commission. This is approximately 7½ years more than the Commission feels it should go and it is ten years less than the Union demand.

### **Wage increase:**

The Union demand on wages is for a twenty-cent per hour increase across-the-board. Section 14 (b) of the Agreement dated the 6th of December, 1948, between



the Commission and the Union, provides for a cost-of-living bonus to be paid by the Commission based upon the Cost-of-Living Index of the Dominion Bureau of Statistics. The clause states that wages would go up or down depending upon whether or not the Index rose or fell by three points from the Index figure of 166.6. At the time of the hearing the Index had not yet reached the point where Section 14 (b) could be invoked. The effect of the present wage demand is to accelerate the arrangement then made. This fact, in my view, should influence the finding of the Board.

There is another factor which should be considered. The Commission is operating a publicly owned enterprise. The Commissioners carry on as Trustees for the City and so for the citizens of Ottawa. When the budgets are prepared the Commission's plans are fixed for the year. Any extra expenses which arise accordingly, put the Commission that much farther into debt. In this case there is no question of the Commission piling up profits for distribution to shareholders. It may be that the Commission is operating along very conservative financial lines. That may be a form of criticism which is frequently directed at publicly owned utilities, but it is a policy of which taxpayers appear to approve. Practically the only source of revenue which the Commission receives, comes from the fare box. If the Board is to consider a wage increase I think it would be unfair to make it retroactive. The Commission should meet its operating expenses out of current revenue. To make a wage increase retroactive when no surplus is being accumulated for dividends as in the case of a privately owned company, would not in my judgment be equitable. I do not think that either party to this dispute is responsible for any delay in reaching a firm conclusion about a wage increase.

In view of what I have already stated about the failure of the Union to cancel the 1949 contract effectively and for the other reasons set out under this heading, I do not feel I should make any recommendation about the wage increase to become effective before January 1, 1951.

It may not be within the province of this Board to make a recommendation for any year but 1950. However, I think in the interests of the parties it would be helpful if I were to state what I think should take place at January 1, 1951 in the way of a wage increase.

I think sufficient evidence was given at the hearing to indicate that wage levels in the Ottawa area of Ontario are not as high as they are in the more highly industrialized centres like Hamilton, Toronto and

Windsor. The present basic wage for operators in Ottawa is \$1 per hour. In Toronto, I believe it is \$1.24. In Hamilton it is approximately \$1.24. In Windsor it is approximately \$1.27.

Other systems, though perhaps smaller, in the Ottawa area, pay wages for the same work of from 85 cents to 90 cents. I think it would be fair to suggest to the Commission that a wage increase of 10 cents an hour beginning January 1, 1951, be granted.

#### **Wage differential:**

The Union asks for a differential running between 2 and 10 cents an hour for some of its employees. The best evidence given under this heading was by Maurice Goulet who is a welder. Other evidence on the differential was not satisfactory and I do not think it sufficient to enable the Board to make a reasonable finding. It was stated before the Board that the question of the differential was raised at the last meeting held by the parties and was not properly discussed. I believe the Board would be justified and would be doing both sides a service, by recommending that the parties themselves adjust the differential. If after further meetings they both find they cannot agree, the question could be submitted to us again. My view, however, is that the differential can be settled amicably. The Commission has taken the initiative before, in this.

#### **Vacation with pay:**

Under the present agreement the Commission provides holidays with pay as follows:—

- 6 days after 1 year
- 7 days after 2 years
- 8 days after 3 years
- 9 days after 4 years
- 10 days after 5 years.

The Union has requested two weeks' holidays with pay after 1 year of service. The Commission is willing to meet the Union's demand as follows:—

- After 1 year 7 days holidays with 6 days' pay.
- After 3 years 10 days holidays with 9 days' pay.
- After 5 years 14 days holidays with 12 days' pay.

The history of this question indicates that the Commission has been liberalizing its approach every year. I believe the Commission will continue to improve the holiday position as time goes on. Accordingly I would recommend for acceptance the new holiday schedule as proposed by the Commission.

(Sgd.) JOHN J. CONNOLLY.

October 12, 1950.

# COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

### Mining

#### Coal Mining

CAPE BRETON AND SPRINGHILL, N.S.—DOMINION COAL COMPANY LIMITED AND CUMBERLAND RAILWAY AND COAL COMPANY AND UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreements to be in effect from February 1, 1950, to January 31, 1952, and from year to year thereafter, subject to notice. The company recognizes the mine committee in the discharge of their duties as provided for in the agreement which applies to all union members and to all eligible to membership in the union.

**Check-off:** the company agrees to deduct from the pay of all union members all dues, fines and initiation fees, and also assessments and levies for strictly union purposes. The maximum amount to be so deducted in any one month shall not exceed \$5.

**Hours:** 8 per day, in machine shops  $8\frac{1}{2}$  per day. If necessary, surface workers may be required to work  $\frac{1}{2}$  hour longer to facilitate their own work or the work of the next shift or day. **Overtime:** Collieries: surface—machinists, mechanics, carpenters, blacksmiths, electricians, shaftsmen (No. 2 colliery), masons (No. 4 colliery), will be paid time and one-half for overtime and double time for Sundays and statutory holidays; underground—workers will be paid only for the actual time worked after the regular shift or on Sundays and legal holidays, except that rope splicers who work less than 4 hours overtime will be paid a half shift and those who work over 4 hours will be paid a full shift. Machine shops, construction and property department, outside mechanical and electrical departments, splint crushing plant and stone dump—time and one-half for overtime and double time for Sundays and legal holidays will be paid to all classes of labour. Central power plant—machinists, masons and electricians will be paid time and one-half for overtime, double time for Sundays and legal holidays. International and Louisburg piers—carpenters, machinists, blacksmiths and electricians time and one-half for overtime, double time for Sundays and legal holidays; all other employees will be paid for the actual time worked after regular hours or on Sundays

and legal holidays. Warehouse department—employees will be paid for actual time worked. Cumberland Railway and Coal Company: Surface—time and one-half for overtime, double time for Sundays and straight time for legal holidays will be paid to mechanics, machinists, blacksmiths, plumbers, boilermakers, carpenters, masons, electricians and helpers; underground—time and one-half for Sundays, actual time worked for overtime and for work on legal holidays.

**Vacation with pay** will be granted to employees covered by the agreement in accordance with the Supplementary Finding and Directions of the National War Labour Board, dated January 20, 1944, as modified by later negotiations.

**Wage rates** for certain classes: the agreements contain schedules of mining rates for the various collieries showing the rates per ton of coal mined, rates for timbering, pushing, etc. Where daily rates are given they are as follows: underground workers—labourers, drivers, pit stablemen \$8.14; pickmen \$8.24 and \$8.41; bratticemen, chock builders, chock drawers' helpers \$8.24; rollermen \$8.26, dispatchers \$8.61, pipemen \$8.70, rope splicers \$8.95, chock drawers \$9.25; mechanized mining rates—joy loader operators, cutting machine operators \$11.90; borers, operators of duckbills, Eimco machines or other types of loaders \$11.40; mechanics and electricians with loading units \$9.55; others employed at face with loading unit \$9.25; shops, per hour—machinists, blacksmiths, boiler makers, moulders \$1.198 and \$1.27; patternmakers, wood workers, brass moulders \$1.27; carpenters, painters, iron melters \$1.215; welders \$1.191 to \$1.327, tinsmiths \$1.215 and \$1.27, drillers \$1.125 and \$1.27, helpers \$1.08 and \$1.125; apprentices to start at \$5.92 per day, increased by 43 cents per day each 6 months for 4 years; electrical department, per hour—electricians and linemen \$1.198 and \$1.276, helpers \$1.086, labourers \$1.018, boys under 17 years .876, boys over 17 years .911. Surface workers—tally boys \$7.04; labourers, teamsters, pickmen, screen men \$8.14; tippie men \$8.14 and \$8.24; car shunters and trimmers \$8.29, washhouse and boiler tenders \$8.53, carpenters \$8.64 and \$8.69, electricians \$8.69; blacksmiths \$8.69 and \$8.83, helpers \$8.53; colliery mechanics \$8.69 and \$8.95, colliery machinists \$10.16, acetylene welder \$9.53, hoisting enginemen \$8.60 to \$9.75, stokers \$8.70. The above rates are the same as in previous agreement.

Provision is made for the election of *checkweighmen* and for *grievance procedure*.

#### Metal Mining

KIMBERLEY AND CHAPMAN CAMP, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 651.

Agreement to be in effect from June 1, 1950 to May 31, 1951, and thereafter unless



2 months' notice is given by one party to the other. The agreement is similar to the one between the Consolidated Mining and Smelting Company of Canada Ltd., Trail, B.C., and the International Union of Mine, Mill and Smelter Workers, Local 480, summarized in the *LABOUR GAZETTE*, October, 1950, p. 1674, with the following classifications and the corresponding basic wage rates added: barman \$1.59, miner (raise or shaft) \$1.43, miner (drift or stope) \$1.39, timberman \$1.39. Basic wage rates are in all cases 6 cents per hour over the previous rates.

## Manufacturing

### Animal Foods

CHARLOTTETOWN, P.E.I., MONTREAL AND HULL, QUE., TORONTO AND PETERBOROUGH, ONTARIO, WINNIPEG, MAN., EDMONTON, ALTA., AND VANCOUVER, B.C.—CANADA PACKERS LIMITED AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCALS 282, 357, 314, 114, 210, 216, 243 AND 162 RESPECTIVELY.

Agreement to be in effect from August 21, 1950, to August 1, 1952. Notice to terminate or to amend may be given before June 1, 1952. During the period of negotiations the agreement shall remain in force. The company recognizes the union as the exclusive bargaining agency for all eligible employees in the above plants.

**Union security:** any employee who is now or who later becomes a member of the union in good standing shall, as a condition of employment, maintain such membership during the term of the agreement. **Check-off:** the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union. Such authorization may be revoked at any time. New employees shall, as a condition of employment, pay dues to the union during the term of the agreement, beginning with the second monthly check-off date after employment. Between July 17 and August 1, 1952 (both dates inclusive), an employee may resign from membership in the union and/or cancel his authorization to deduct dues and his employment shall not thereby be affected. There shall be no discrimination, coercion or intimidation because of membership or non-membership in the union.

**Hours of work** shall not exceed 8½ per day and 42 per week, except at Montreal and Hull where it is 9 per day and 44 per week (a reduction of 2 hours per week in all plants from previous agreement). The union agrees that it may at times be necessary to exceed or to reduce these basic hours. In consideration of the foregoing the company agrees to guarantee a minimum work week of 36 hours (at Montreal and Hull 36½ hours) at regular rates of pay, subject to certain specified conditions. **Overtime:** hourly-paid employees will be paid time and one-half for all hours worked in excess of the hours prescribed for the day, double time for work on Sunday or the alternative day off and double time and one-half for work on 8 paid holidays (previously double time). Shift employees working on a paid holiday may elect to receive either double time and one-half or the regular rate and another day off with pay. Weekly-paid employees shall receive compensating time off with pay for work in excess of their weekly or daily schedule of hours.

**Rest periods** of 10 minutes each during morning and afternoon shifts will be granted, provided the working time of the shift exceeds 2½ hours.

**Vacations with pay:** one fifty-second of one week for every week's service for employees with less than one year's service, one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 15 years' service (formerly only female employees were granted 3 weeks after 15 years, males after 20 years).

**Wages:** effective August 2, 1950, present hourly rates shall be increased by 7.4 per cent. Rates of weekly paid men shall be increased by \$2.50 and of weekly-paid women by \$2 weekly. After August 1, 1951, a further increase of 3 cents per hour will be granted. In addition, employees shall be given a *cost-of-living allowance*, which is to be adjusted every 3 months. The amount shall be determined in accordance with the latest cost-of-living index figure published by the Dominion Bureau of Statistics before the beginning of each 3-months period: for each 1.3 points change in the index above 167.5, a 1-cent adjustment upwards or downwards shall be made in the cost-of-living allowance. However, in no event will a decline in the index below 167.5 provide the basis for a reduction in the wage scale.

**Night premium:** the company agrees to pay a premium of 5 cents per hour for work performed between 6 p.m. and 6 a.m. In Winnipeg and Edmonton a premium of 5 cents per hour will be paid to all employees working on shifts beginning between 3 p.m. and 3 a.m.

**The sick pay and welfare plan** as amended will remain in effect for the term of the agreement.

Provision is made for *seniority rights and grievance procedure*.

## Textiles and Clothing

TORONTO, ONTARIO.—THE ASSOCIATION OF MILLINERY MANUFACTURERS AND THE UNITED HATTERS, CAP AND MILLINERY WORKERS' INTERNATIONAL UNION, LOCAL 46.

Agreement to be in effect from February 15, 1950, to February 15, 1952. In the event of a serious change in circumstances affecting the welfare of either party during the existence of this agreement, either party may demand that a general conference be held for the purpose of discussing and dealing with any demands with respect to such changes in condition.

**Union security:** every employer signatory to this agreement shall maintain a union shop during the existence of the agreement. The union agrees to supply to the employers any additional skilled workers in the classifications covered by this agreement. Should the union be unable to do so within 3 days of receiving a request, the employers may obtain such workers on the open market, but the latter shall become members of the union.

**Check-off:** the employers agree to the irrevocable check-off of union dues and assessments of all union members in their employ.

**Hours:** 8 per day Monday through Friday, a 40-hour week. In dull periods when there is not sufficient work for all employees, foremen, foreladies, etc. shall refrain from doing any work in the classifications covered by the agreement; the available work shall be

divided as equally as possible amongst all the employees of a particular classification. *Overtime* shall not be worked except for a period of 4 to 6 weeks in the spring, before Easter, and 4 weeks in the fall. The overtime shall consist of not more than 10 hours per week, 2 hours per day, except in the case of female employees whose hours are subject to the provisions of the "Factory, Shop and Office Buildings Act of 1932". Overtime shall be paid for at the rate of time and one-half.

*Statutory holidays:* workers who have been employed in the millinery industry for at least 3 months and who have been with their present employer for one month shall be granted 4 specified *paid holidays*. No work shall be performed on Labour Day. Employees shall have the right to absent themselves from work on May 1, but without pay.

*Vacations with pay:* 1½ weeks in 1950 and 2 weeks in 1951, provided workers have been with their present employers at the vacation time a minimum period of 8 months; otherwise they will be paid at the rate of 2 per cent of their earnings from the time of their employment.

*Minimum weekly wage rates:* hand blockers \$57.96, blockers \$53.55; cutters, straw operators, fabric operators \$52.29; drapers \$37.20, trimmer-drapers \$32.40, trimmers \$29.50: The above rates are from \$2 to \$2.76 higher than the previous rates.

*Industrial Standards Act:* both parties having agreed to apply immediately for a conference to establish a schedule to operate in the industry in Ontario will invalidate certain clauses of this agreement and will impose conditions that are not set out in this agreement. However, conditions of employment, working hours, and rates of pay as set out by the schedule under the Industrial Standards Act and by this agreement are not to be conflicting.

Provision is made for the *settling of disputes*.

## Printing and Publishing

TORONTO, ONT.—THE EMPLOYING PHOTO-ENGRAVERS ASSOCIATION OF TORONTO AND INTERNATIONAL PHOTO-ENGRAVERS UNION OF NORTH AMERICA, LOCAL 35.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice.

*Union security:* none but members of the union in good standing shall be employed to do any work which comes under the jurisdiction of the union. This provision includes superintendents and foremen. No employee shall be required to handle any work which has not been executed in its entirety by members of the union or which emanates from an establishment engaged or assisting in a strike or lockout involving the union. The union agrees to furnish the necessary skilled and competent workmen; if it fails to do so within 10 days of a request the employer shall have the right to employ other workmen. Such workmen shall make application to become members of the union within 30 days. No individual employment contracts conflicting with this agreement shall be entered into unless consented to by both parties.

*Check-off:* a payroll deduction shall be made by the employer from each member's wages and remitted monthly to the union for

"Special Assessment Fund" purposes. (One specified employer is exempted from this provision.)

*Hours:* 7½ per day for day shift, 7 for first and 6½ for second night shift, 37½, 35 and 33½ hours, respectively, per week. After starting for the day or night no employee shall receive less than a full day's or night's pay. *Overtime:* time and one-half for the first 3 hours of work in excess of the above hours, double time thereafter and for work on Saturdays and Sundays, triple time for work on 8 specified *paid holidays*. No journeymen shall be permitted to work more than 8 hours overtime in any one week when competent unemployed men are available.

*Vacations with pay:* two weeks after one year's service; employees with less than one year's service shall be entitled to one day for each 23 days worked during the previous year.

*Minimum weekly wage rates:* for day journeymen \$90, for night journeymen on first night shift \$95, on second night or "lobster" shift \$100 for the first year of the agreement (an increase of \$5 over the previous rates). For the second year of the agreement the above rates shall be increased by \$3 per week. All foremen shall receive not less than \$5 per week over the journeyman rate of wages. Apprentices shall be paid 30 per cent of journeymen's rate for first 6 months, 35 per cent for second 6 months and so on to 90 per cent for twelfth 6 months.

*Apprentices:* the number of apprentices to be allowed shall be based on the number of journeymen regularly employed on a full time basis for a period of not less than 3 months, at the ratio of one apprentice to each 8 journeymen.

All engravings shall be stamped with the union label. All negatives and positives to be transferred to other establishments for completion shall bear the union label.

This agreement shall be extended to provide for work on Saturdays but employees shall be engaged only on work for 2 specified companies and the production of plates for Federal and Provincial Governments of an emergency character and necessitating work on Saturdays.

Provision is made for the *settling of disputes*.

TORONTO, ONT.—ROTO-GRVURE EMPLOYERS AND INTERNATIONAL PHOTO-ENGRAVERS UNION OF NORTH AMERICA, LOCAL 35.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between the Employing Photo-Engravers Association of Toronto and the International Photo-Engravers Union of North America, summarized above, with the following difference:—

*Minimum weekly wage rates:* for day journeymen \$95, for night journeymen on first night shift \$100, on second night or "lobster" shift \$105 (an increase of \$6 over the previous rates). For the second year of the agreement the above rates shall be increased by \$3 per week.



## Wood Products

NEWMARKET AND HOLLAND LANDING, ONT.  
—THE OFFICE SPECIALTY MANUFACTURING COMPANY LIMITED AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreement to be in effect from April 1, 1950, to March 31, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. No employee shall be discriminated against, coerced, restrained or influenced on account of membership or non-membership, activity or lack of activity in any labour organization.

**Hours:** 9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half shall be paid for work in excess of the above hours and for work on 3 specified holidays, double time for work on 5 specified *paid holidays* (except in the case of engineers, firemen and watchmen). All employees shall receive a *rest period* of 10 minutes' duration in the forenoon and 5 minutes' duration in the afternoon.

**Vacations with pay:** one week for all employees; those with one year's seniority shall receive pay equal to 2 per cent and those with 5 years' seniority pay equal to 4 per cent of their earnings during the preceding 12 months. It is the policy of the company to close the plant during the first week of July and employees with less than 12 months' service shall receive as vacation pay an amount equal to 2 per cent of their earnings during their employment. In the case of absence without adequate excuse in excess of one working day in each month, the excess will be deducted from the employees' vacation.

**Wage rates** in effect March 30, 1950, are increased by 5 cents per hour for all adult male employees and 4 cents per hour for all female employees. Piece work rates will be adjusted to reflect these increases. The following are hourly rates for certain classes applicable to the Newmarket plant: Wood division—stickler, tenoner double end, shapers, band saw, dado saw, trim saw, rip saw 93 cents to \$1.05; shapers, dado saw, rip saw, operate only 75 to 89 cents; re-saw, swing saw, dovetail, mortising 85 cents to \$1; automatic rip saw, buzz planer-jointer 85 to 95 cents; boring machine, hand clamps, framing 75 to 90 cents; crating saws, chair bender 80 to 90 cents; cabinet makers 85 cents to \$1.05; finishing 75 cents to \$1.05. Metal division—tool makers \$1.06 to \$1.25, tool maker improver 95 cents to \$1.05, machinist 80 to 95 cents; heavy presses and power brakes 75 cents to \$1.05; punch press 80 cents to \$1; turret lathe 85 cents to \$1, operate only 75 to 85 cents; case makers 95 cents to \$1.05, welders 75 cents to \$1.05, upholsterers 75 to 95 cents, tool grinder 90 cents to \$1, layout 95 cents to \$1.07, die setter 95 cents to \$1.14, grinding, plater 75 to 90 cents; filing, riveting and drilling 75 to 85 cents. Service—stock room employee, crater and packer 75 to 95 cents; watchmen 75 to 87 cents, plumber 95 cents to \$1.08. Paper department—paper cutter 75 to 95 cents; pressmen 95 cents to \$1.11, operate only 75 to 95 cents; ruler 85 cents to \$1. All departments—general labour, adult males 75 to 85 cents, boys (under 19 years) 55 to 75 cents, females 45 to 68 cents; minimum hiring rates for new employees—adult males 70 cents, boys 50 cents, females 40 cents.

Provision is made for *seniority rights* and *grievance procedure*.

## Metal Products

BRANTFORD, ONT.—THE COCKSHUTT PLOW CO., LIMITED AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 458.

Agreement to be in effect from June 7, 1950, to June 7, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency of its employees in respect to all working conditions. No discrimination, interference, restraint or coercion will be exercised or practised by the company because of an employee's membership in, or connection with, the union.

**Check-off:** the "Rand Formula" is part of the agreement.

**Hours:** 8 per day 5 days a week, a 40-hour week. Where 3 shifts of 8 hours each are worked males will be entitled to 20 minutes for lunch and females to 30 minutes, both with pay. **Overtime:** time and one-half shall be paid for work in excess of the above hours and for work on Sundays (except where part of regular shift) and 8 specified *paid holidays*. Where an employee is required to work 7 continuous days of any calendar week, he or she shall be paid at the rate of time and one-half for the seventh day.

**Rest periods and wash-up time:** employees (except shift workers where 3 shifts are worked) shall be allowed a rest period of 10 minutes each half shift. The company will also allow a 5-minute period for the purpose of washing up immediately prior to the end of each half shift.

**Vacations with pay:** one week after one year's service, 2 weeks after 5 years' service and 3 weeks after 25 years' service (the last provision is a new one). Employees with between 3 and 12 months' service shall be entitled to 2 per cent of their earnings during the first 11 pay periods of the current calendar year (employees are paid bi-weekly). All vacation pay shall be subject to deductions on a *pro rata basis* for any unauthorized absence from work in excess of one day per month.

**Shift bonus:** any person employed on night shifts shall receive a bonus of 5 cents per hour for each hour worked between 7 p.m. and 7 a.m.

**Welfare plan:** the company will set aside an additional one cent per hour for the purpose of increasing welfare benefits for the employees. The 2 parties shall agree on the details of the increased welfare benefits.

**Pensions:** the company will commence paying 5 cents per hour into a trust fund in the hands of a trust company, selected by the company for a non-contributory plan effective from the commencement of the new collective agreement. Details of any pension plan are to be mutually worked out and agreed to by the actuaries of the company and the union.

Provision is made for the continuance of a *Health and Safety Committee*, and for *seniority rights* and *grievance procedure*.

## Non-metallic Minerals, Chemicals, Etc.

ST. MARY'S, ONT.—ST. MARY'S CEMENT COMPANY LIMITED AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 15.

Agreement to be in effect from August 1, 1950, to July 31, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Jan., 1950, p. 74) with the following changes and additions:—

**Statutory holidays:** the agreement provides for 5 specified *paid holidays* and two holidays without pay (previous agreement provided for 5 holidays without pay), with the understanding that the union will make no further request to the company for additional holidays or for changes or amendments to the paragraph regarding statutory holidays for a period of 5 full years. Work on the paid holidays will be paid for at double time and on the other 2 holidays at time and one-half.

**Vacations with pay:** effective September 1, 1950, employees with 25 years' continuous service will be granted an additional week, making it 3 weeks in all; 2 weeks of the vacation may be taken between December 1 and the following March 31 and the third week between April 1 and November 30.

**Pension plan:** all employees who are eligible for the pension plan and who have joined the company's working force on or after May 31, 1944, will join and participate in the company sponsored pension plan as a condition of employment.

**Hourly wage rates** are increased by 5 cents. A provision that there will be no increase in the cost-of-living bonus if the index rises above 169 has been added.

## Construction

TORONTO, ONT.—CERTAIN ELECTRICAL CONTRACTING FIRMS AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 353.

Agreement to be in effect from June 1, 1950, to May 31, 1951, and thereafter from year to year, subject to notice. The companies agree not to employ anyone on electrical construction work who is not a member of the union. No member of the union shall be permitted to work at electrical construction work for anyone who is not a party of the agreement. The union shall not sign this agreement with anyone other than a party whose business is recognized as electrical construction work.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time for all overtime, including work on Saturdays, Sundays and 8 specified holidays. Where 2 or 3 shifts are employed those other than the day shift shall receive 8 hours' pay for 7 hours' work. When work cannot be done during the day such work may be done as a straight night shift of not more than 7 hours with pay for 8 at straight time. A minimum of 6 hours with 7 hours' pay shall be considered a shift. No employee shall be permitted to work on more than one shift in 24 hours unless overtime rate is paid.

**Vacation pay** of 4 per cent of wages shall be given employees in order to allow 2 weeks' vacation with pay.

**Wage rates:** for journeymen electricians \$1.80 per hour from June 1, 1950, to June 30,

1951 (an increase of 5 cents per hour over previous rates), and \$1.85 thereafter; for apprentices during second half of first year 30 per cent of journeymen's rates, during second year 40 per cent, during third year 50 per cent and during fourth year 70 per cent.

**Apprentices:** one apprentice may be employed by each employer and, in addition thereto, one apprentice for every 3 journeymen in a shop.

**Transportation:** men requested to travel out of the Toronto Zone shall have their transportation cost paid by the employer and also receive travelling time to and from the job. Employees on these out-of-town jobs shall conform to building trades agreement in the district.

VANCOUVER AND NEW WESTMINSTER, B.C.—THE GENERAL CONTRACTORS ASSOCIATION OF VANCOUVER, B.C., AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCALS 452 AND 1251.

Agreement to be in effect from May 1, 1950, to March 31, 1951, and from year to year thereafter, subject to 60 days' notice.

**Union security:** only competent union journeymen shall be hired; if they are not available the contractor may obtain carpenters elsewhere but they must join the union within 30 days or be replaced by competent union tradesmen when available.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half shall be paid for the first 4 hours in excess of the regular hours until a break of 8 hours occurs, double time thereafter and for work on Saturdays, Sundays and 8 specified holidays. No work shall be performed on Labour Day. Additional shifts, when required and continued for 3 consecutive nights, and shifts starting after 4 p.m. on jobs in occupied buildings where work must be done after regular working hours shall be paid 8 hours' pay for 7 hours' work.

**Vacation pay** will be provided as required by Provincial law.

**Hourly wage rates:** for journeymen carpenters \$1.68; foremen in charge of work shall be paid not less than \$1.60 per day over the journeyman's rate.

**Transportation:** all workmen on out-of-town jobs shall receive transportation to and from the job. Meals and travelling time up to 8 hours in any 24-hour period will be paid for.

Should men be asked to work in districts under the jurisdiction of other locals of the United Brotherhood of Carpenters and Joiners of America they shall be paid the wage and adhere to the conditions applicable in the district in which the local union has jurisdiction.

**Apprentices** shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act.

Provision is made for *grievance procedure*.

## Transportation

### Water Transport

ST. JOHN'S, Nfld.—NEW FOUNDLAND EMPLOYERS' ASSOCIATION LIMITED AND THE LONGSHOREMEN'S PROTECTIVE UNION.

Agreement to be in effect from May 1, 1950, to April 30, 1951, and thereafter from



year to year, subject to 60 days' notice. During the currency of this agreement no new working conditions shall be introduced by either party.

**Union security:** all employers shall employ members of the union. If sufficient members are not available non-union help may be employed at union rates of pay. No union member shall be required to perform work which involves the processing, handling, or transportation of any goods which have been shipped from any premises where there is a dispute between such shipper and any union performing longshore work.

**Hours of work** shall be: day—9 a.m. to 6 p.m., early night period—7 p.m. to 11 p.m., late night period—midnight to 8 a.m.; meal hours—8 a.m. to 9 a.m., 1 p.m. to 2 p.m., 6 p.m. to 7 p.m., 11 p.m. to midnight. Men working through the night may carry on to midnight if they so desire. Should men be required to work beyond the regular meal hour they shall be paid meal hour rates. Men required to work after midnight shall be entitled to a short lunch period with pay if work extends beyond 4 a.m. or to one-half hours' pay at the appropriate rate. A man who has worked continuously for 20 hours must not continue his employment or be re-employed until he has had at least 8 hours rest.

**Union holidays:** there shall be 9 specified union holidays; on 4 of them no work shall be performed except the handling of mail and luggage, maintenance work on cold storage plants, and in cases of emergency: if work is undertaken the following rates of pay shall apply: loading or discharging cargo—Sunday rates; work in connection with cold storage and fish wharf operations—meal hour rates. On the other 5 holidays work may be undertaken at meal hour rates. On Christmas Eve no work shall be performed after 11 p.m.; work between 6 p.m. and 11 p.m. shall be paid for at Sunday rates.

**Hourly rates of wages** for (1) day: (2) early night; (3) late night; (4) meal hours, union holidays, Saturday night and (5) Sunday work, respectively: Steamship—general and salt cargoes \$1.20, \$1.43, \$1.95, \$1.95, \$2.40; cement, coal, sand \$1.28, \$1.51, \$2.03, \$2.03, \$2.56; Welsh steam coal and slag, coal storage on ships \$1.38, \$1.61, \$2.13, \$2.13, \$2.76; anthracite coal \$1.40, \$1.63, \$2.15, \$2.15, \$2.80; ammunition \$1.80, \$2.26, \$2.72, \$2.72, \$3.60; general labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Fish wharf—barrowing and packing 91 cents, \$1.02, \$1.27, \$1.71, \$1.71; labour in oil freezers and cleaning oil tanks 85 cents, 95 cents, \$1.20, \$1.69, \$1.69; general labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Seal—cleaning seal oil tanks 85 cents, 95 cents, \$1.20, \$1.69, \$1.69; packing skins, scrapping and piling skins, salting and piling skins, drumming skins after manufacturing period

88 cents, 99 cents, \$1.24, \$1.70, \$1.70; all factory work, wheeling to elevator or drop, drumming skins during manufacturing period 95 cents, \$1.06, \$1.31, \$1.72, \$1.72; cleaning steamer after voyage \$1.20, \$1.43, \$1.95, \$1.95, \$1.95; drawing and shipping oil and other labour about premises 81 cents, 92 cents, \$1.17, \$1.68, \$1.68. Special rates on certain cargoes: asphalt and tar (in barrels) when in damaged condition 30 cents per hour over general cargo rates; fertilizer, creosote sticks, cow hides (in bundles) 10 cents per hour over general cargo rates: lime, talc, plaster, charcoal, and powdery commodities (in brin or paper containers) 7 cents per hour over general cargo rates; men engaged in cleaning boats after discharge of cattle shall be paid 25 cents per hour over general cargo rates; men working cargoes of cement wherein substantial breakage of paper packages has occurred shall be paid 30 cents per hour over cement rates. Waiting time shall be paid for at the full rate for the first hour and at half rate for each subsequent hour.

The number of men per gang is specified.

Provision is made for settlement of disputes.

**Conditions applying to cold storage operations only:**

The Newfoundland Employers' Association shall deal with a separate committee of the Longshoremen's Union, appointed especially to deal with the working conditions for cold storage workers, with certain exceptions.

\* **Hours:** 8 per day 6 days a week, a 48-hour week. **Overtime:** any work performed other than during regular hours of work shall constitute overtime and shall be paid for at standard overtime rates. When the receipt of produce does not warrant starting work until 2 p.m., and before 5 p.m., work will go on until not later than midnight and is to be payable at ordinary rates until 6 p.m. and standard overtime rates after 6 p.m. where a minimum wage for a 48-hour week is not guaranteed; where a guarantee is made such work shall constitute part of the 8-hour day guaranteed period. The decision whether employees shall work under the guaranteed 48-hour week, or not shall be left to them when employed. The rate of pay for the guaranteed 48-hour week shall be \$42.70 for men and \$24.25 for women.

**Hourly wage rates** for (1) day; (2) early night; (3) late night and (4) meal hours, Saturday night and Sunday work, respectively: casual labour around plant 81 cents, 92 cents, \$1.17, \$1.68; casual labour in plant, filleters and skimmers 85 cents, 95 cents, \$1.20, \$1.69; wheeling fresh fish into plant, checkers and weighers 91 cents, \$1.02, \$1.27, \$1.71; women 47, 52, 85 and 85 cents. Any work performed above the 8 hours per day to be paid at the ordinary rates normally applying to the time of such work.

# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* includes the amendment of eight agreements. These include, in addition to those summarized below, the amendment of the agreement for barbers and hairdressers at Rouyn and Noranda published in the *Quebec Official Gazette* issue of September 30.

A request for the amendment of the agreement for the building trades at St. Jérôme was gazetted September 23. Requests for the amendment of the agreements for retail stores at Granby, for the building trades at St. Hyacinthe and for barbers and hairdressers at Chicoutimi were published in the issue of September 30, and requests for the amendment of the agreements for barbers and hairdressers at Victoriaville, and at Quebec, and for the ornamental iron and bronze industry at Montreal were gazetted October 7.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

## Mining

### Non-ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

## Manufacturing

### Vegetable and Animal Food Products

FOOD PRODUCTS MANUFACTURING AND WHOLESALE FOOD TRADE, QUEBEC.

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930; Aug., p. 1094; Dec., p. 1774; Dec., 1947, p. 1804; Oct., 1948, p. 1128; June, 1950, p. 872, and previous issues). This agreement as amended is to remain in force until May 1, 1951, and thereafter from year to year, subject to notice.

**Hours** remain unchanged from those which were formerly in effect and summarized in the *LABOUR GAZETTE* issue of June, 1950, p. 872, with the exception of the following: stationary enginemen and firemen, other than first class enginemen (except those employed in packing houses and mashes or "supplements" makers), shall work a regular week of 56 hours, when there are 2 or more shifts, distributed over 7 days per week. However, a weekly holiday shall be given to all the above employees, and it shall fall on Sunday, in rotation.

**Overtime:** stationary enginemen and firemen, other than first class enginemen (in all establishments except packing houses), are entitled to an overpremium of 5 cents per hour, when such employees work a 56-hour week. All work in such cases performed in

excess of 56 hours per week is payable at time and one-half. (Other overtime provisions remain unchanged.)

**Minimum weekly and hourly wage rates in zone I** to be in effect from the first complete week of June, 1950: slaughterer and boner \$35.50; butcher and boner, pork-butcher, dry-curer (certificated) \$41; apprentice (butcher-boner, pork-butcher and dry-curer) from \$22 during the first 6 months to \$36 during and after the third year; feeding meat cook and presser \$37.50; stationary enginemen (chief) \$47 and \$62; egg grader; from \$28 in the first year to \$36 in the fifth year and thereafter; sales clerks from \$24 during the first year to \$37 during and after the fourth year; butter and cheese conditioner \$38; truck driver \$35.50; butter cutter \$30; butter wrapper and packer \$25; night watchmen (weekly minimum) \$27 or 50 cents per hour; junior employee (not handling heavy merchandise) \$20; general hand (male), not in packing houses or food products factories (under 17 years of age), \$22 during the first 3 months to \$25 after 3 months of service; (17 years of age) \$27; (18 years of age) \$30; (19 years of age and over) \$33.50; general hands (male) in packing houses \$36; order employee (receiving clerk) \$35.50; miller or mixer operator \$37.50; warehouse female, personnel outside the office staff (excepting packing-houses and food products factories) from \$18 for less than 2 months of service to \$21 for one year or more of service; warehouse female personnel (excluding office staff) in packing houses from \$18 for less than 2 months' service to \$23 during and after the third year; accountant \$43. assistant-accountant \$40.50; accountant-cashier \$38.50; junior clerk \$15; office messenger \$17; office female staff (excepting stenographers) from \$17 during the first year to \$23 in the third year and thereafter; stenographer-typist from \$20 in the first year to \$26 during and after the third year; bookkeeper or office clerk from \$20 during the first year to \$37 during and after the eighth year.

**Minimum hourly rates:** enginemen 74 and 89 cents; firemen and enginemen's helper 64 cents; carpenter-joiner 83 cents; truck driver for food products factories 74 cents; confectioner 78 cents, assistant 72 cents;

\*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



shipper in food products factories 76 cents; general hand (male) in food products factories from 62 cents for less than one year of service to 69 cents for one year or more of service; occasional hand, male (from June 1 to October 1) 59 cents; common labourers, male and female furnace firemen 60 cents; millwright 78 cents; warehouse female personnel (excluding office staff) in food products factories from 38 cents per hour for less than one year of service to 44 cents for one year of service or more; occasional hand, female (June 1 to October 1) 42 cents; roaster 76 cents; warehouse occasional hand (male), 75 cents; (female) 42 cents; cooper 83 cents, apprentice cooper from 40 cents in the first year to 70 cents in the third year; office occasional hand 65 cents per hour. Minimum wage rates for foremen, departmental managers and their assistants, and for administrative office personnel are also included in this amendment. *Minimum weekly and hourly rates in zone II* are 10 per cent less than those shown above in zone I; *in zone III*, in the majority of instances, the rates are 15 per cent less than those shown for zone I. (Wage rates shown above remain unchanged from those which were formerly in effect.)

*Cost-of-living bonus in zone I only:* to compensate for the increase in the cost-of-living index from June 1, 1949 to June 1, 1950, which equals 4 points (160-164) based on the Dominion cost-of-living index, all employers, effective from the pay day for the first complete week in the month of June, 1950, shall add to the minimum wages shown above a basic weekly stabilizing cost-of-living bonus of \$1.40 per week for employees on a weekly basis or 3 cents per hour for employees on an hourly basis, which is computed on the basis of 35 cents per point per week. For each point or fraction thereof equal to or in excess of one-half point of rise or fall in the cost-of-living index the stabilizing bonus mentioned above will be increased or decreased by 35 cents per point per week for weekly rated employees. Readjustments will take place after each 3 months. Any downward revision in the stabilizing cost-of-living bonus because of a similar trend in the cost-of-living index will never exceed the amount of the stabilizing indemnity. *Commercial salesmen, etc.*, governed by Part 2 of this agreement will also benefit by the above cost-of-living regulations.

### **Metal Products**

#### **MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.**

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67; Oct., p. 1247; Jan., 1950, p. 77) by substituting the name of "L'Association patronale de la Metallurgie" for the name "L'Association professionnelle des Industriels, Regionale de Québec" as contracting party of the first part.

### **Non-metallic Minerals, Chemicals, Etc.**

#### **BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for Part III of this agreement which governs the *marble industry* (L.G., June, 1950, p. 872, Aug., p. 1185).

*Minimum hourly wage rates:* this amendment provides for a general increase of 6 cents per hour over those rates formerly in effect to all employees engaged in the marble industry with the exception of helpers and labourers, and watchmen whose rates remain unchanged. The new rates are: hand cutter \$1.38, carborundum machine operator, terrazzo caster \$1.32; machine cutter, hand and machine polisher, compressorman, saw setter, bed rubber face, bed rubber end, craneman \$1.16; sawyers on gang saws \$1.01 during the first 3 months, thereafter \$1.16. The rates for apprentices to the above trades are also published in this amendment.

### **Construction**

#### **MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.**

See above, under "Manufacturing: Metal Products."

#### **BUILDING TRADES, MONTREAL.**

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council governing Part "C" of this agreement as it applies to the *marble, tile and terrazzo trades* in this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904).

*Minimum hourly wage rates* for employees governed by the provisions of Part "C" of the present agreement are increased by 6 cents per hour over those previously in effect and are now as follows: marble setters, tile setters and terrazzo layers \$1.60, hand marble polishers \$1.27, terrazzo polishing machine operator (dry) \$1.41, terrazzo polishing machine operator (wet) \$1.21; apprentices (marble and tile setters and terrazzo layers) from \$1.01 during the first year to \$1.41 in the fourth year, apprentice (terrazzo polishing machine operator (dry)), from \$1.11 in the first 3 months to \$1.41 after 6 months, apprentice (terrazzo polishing machine operator (wet)), during the first 3 months \$1.06, thereafter \$1.21.

#### **BUILDING TRADES, ST. HYACINTHE.**

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679, and previous issues) by providing that regulations governing payment of *cost-of-living bonus* will not apply to municipal or school corporations.

#### **BUILDING TRADES, SOREL.**

An Order in Council, dated October 4, and gazetted October 14, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544, Dec., p. 1804; Jan.-Feb., 1948, p. 51; Jan., 1950, p. 78, Oct., p. 1679, Nov., p. 1905, and previous issues). The names of five employers are deleted from the list of contracting parties of the first part and fifteen other firms are added.

*Territorial jurisdiction* which comprises the city of Sorel, the county of Richelieu and that part of the county of Verchères not governed by the agreement regulating the building trades in the district of Montreal is now divided into 2 zones: zone I, in the city of Sorel, the village of St. Joseph de

Sorel and within a radius of 6 miles from their limits; zone II, the remainder of the territorial jurisdiction.

*Minimum hourly wage rates in zone I:* carpenter-joiner, setter of screens (wood and metal) frame-work, windows, steel partitions, tinsmith-roofer, steam crane operator, electrical and gas crane operator \$1.15; painter and paper hanger, steam stationary or portable engineman, tile setter, carpenter-joiner (working for a door and window-frame manufacturer) \$1.05; spray painter \$1.25; boiler fireman 90 cents; steam mixer operator, marble setter, terrazzo layer \$1.10; horse driver 95 cents; ornamental iron workers—erector \$1.20, helper 85 cents; trucking—special transport and towing \$1; common labourer 80 cents; watchmen on a weekly basis (72 hours per week) 60 cents; plumber and pipe mechanic—contractor (personal services) \$1.25, journeyman \$1.15, junior journeymen \$1.05 and \$1.15; electrician—contractor (personal services) \$1.25, journeymen \$1.15. (The rates shown above represent increases ranging from 5 to 30 cents per hour over those previously in effect). The rate for bricklayers, plasterers, masons and cement finishers remains unchanged at \$1.40. New classifications are added as follows: joint pointer (gyproce) \$1.30; cement vibrator operator \$1.25; land-scaper, hod carrier 90 cents; construction blacksmith \$1.20; bulldozer operator \$1.25; reinforcing steel layer \$1. Rates for apprentices requiring an apprenticeship from 60 cents in the first year to 90 cents in the fourth year.

*Minimum hourly wage rates in zone II:* bricklayers, plasterers, masons and cement finishers \$1.40; carpenter-joiner, setter of screens (wood and metal) frame-work, windows, steel partitions, tinsmith-roofer, steam mixer operator \$1; painter and paper hanger, steam stationary or portable engineman, marble setter, terrazzo layer, tile setter 95 cents; painter-spray \$1.10; boiler fireman,

horse driver 85 cents; steam crane operator, electric and gas crane operator \$1.05; land-scaper, trucking (special transport and towing) 80 cents; ornamental iron workers—erector 90 cents, helper 75 cents; carpenter-joiner and painter (working for a door and window-frame manufacturer) 90 cents; common labourer 70 cents; watchmen on a weekly basis (72 hours per week) 35 cents; plumber and pipe mechanic—contractor (personal services) \$1.10, journeymen \$1, junior journeymen 85 and 95 cents; electrician—contractor (personal services) \$1.10, journeymen \$1. Rates for apprentices: bricklayers from 45 cents in the first year to 75 cents in the fourth year; plasterers, masons, marble setters, tile setters and terrazzo layers from 45 cents in the first year to 65 cents in the fourth year; carpenter-joiner from 40 cents in the first year to 70 cents in the fourth year; painters and electricians from 40 cents in the first year to 65 cents in the fourth year; wall-paper hanger and tinsmith-roofer from 35 cents in the first year to 50 cents in the fourth year; pipe mechanic from 45 cents in the first year to 70 cents in the fourth year; carpenter-joiner (employed by a door and window-frame manufacturer) from 35 cents in the first year to 50 cents in the fourth year.

## Transportation and Public Utilities

### Water Transportation

FREIGHT HANDLERS (LONGSHOREMEN) (INLAND AND COASTAL NAVIGATION), MONTREAL HARBOUR.

An Order in Council, dated September 20, and gazetted September 30, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; June, 1948, p. 621, Nov., 1948, p. 1249) by increasing the minimum wage rates to \$1 per hour for day work and to \$1.05 per hour for night work, which is an increase of 5½ cents per hour.



# FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

## Schedules Prepared and Contracts Awarded During September

### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of September the Department of Labour prepared 182 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 147 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

### (2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . . .	9,732	\$11,986,012.91
Post Office . . . . .	20	68,739.83
Public Works . . . . .	5	20,003.00
R.C.M.P. . . . .	5	80,064.80

# CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Department of Agriculture</b>				
Between Cardston and Lethbridge, Alta.	Miscellaneous works for operation of irrigation and diversion tunnels—St. Mary Dam.	Nodwell Brothers, Ltd., Calgary, Alta.	\$ 99,231 00	April 1, 1950
<b>Canadian Commercial Corporation</b>				
Summerside, P.E.I.	Replacement of hangar door thresholds, R.C.A.F. Station.	Curran & Briggs, Ltd., Summerside, P.E.I.	18,000 00	Aug. 3, 1950
Summerside, P.E.I.	Repairs to wharf, H.M.C.S. "Cornwallis".	Walker & Hall, Ltd., Halifax, N.S.	29,141 00	Sept. 23, 1950
Summerside, P.E.I.	Repairs to runways, H.M.C.S. "Shearwater".	Acadia Construction Co., Ltd., Bridgewater, N.S.	26,975 00	Sept. 20, 1950
Summerside, P.E.I.	Overhaul and rehabilitation of aviation gasoline bulk storage, R.C.A.F. Station.	Acadia Construction Co., Ltd., Bridgewater, N.S.	4,710 00	April 20, 1950
Greenwood, N.S.	Exterior painting and repairs to hangars and buildings, R.C.A.F. Station.	Rodney Contractors, Ltd., Yarmouth, N.S.	35,960 00	Oct. 13, 1950
Chatham, N.B.	Construction of a radio station and services, R.C.A.F. Station.	Diamond Construction Co., Ltd., Fredericton, N.B.	1,210,000 00	Sept. 29, 1950
Chatham, N.B.	Replacement and construction of concrete aprons, etc., R.C.A.F. Station.	Dexter Construction Co., Ltd., Fairville, N.B.	113,777 50	Oct. 3, 1950
Chatham, N.B.	Construction of gun testing stop butt, R.C.A.F. Station.	J. M. Searle Co., Newcastle, N.B.	6,922 00	May 26, 1950
McGivney, N.B.	Rebuilding of porches, Area Ordnance Depot.	Caldwell Construction Co., Ltd., Fredericton, N.B.	4,880 00	April 29, 1950
Munton, N.B.	Repairing and improving of roads, etc., No. 5 Supply Depot, R.C.A.F. Station.	Raynor Construction, Ltd., Leaside, Ont.	29,197 80	April 4, 1950
Bagotville, P.Q.	Repairs to hangar roofs, R.C.A.F. Station.	Douglas Brothers, Ltd., Montreal, P.Q.	16,560 00	Sept. 20, 1950
Chateaufort, P.Q.	Installation of electrical distribution system in Armoury.	Central Electric, Shawinigan Falls, P.Q.	9,100 00	July 3, 1950
Grosse Isle, P.Q.	Repairs to exterior and interior walls, Cattle Isolation Wing, Experimental Station.	Terrazzo Mosaique & Tuile Ltd., Quebec, P.Q.	7,265 00	Oct. 7, 1950
Montreal, P.Q.	Repainting exterior brick and stonework at Armoury, 3626 St. Urbain St.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	1,560 00	April 5, 1950
New Richmond, P.Q.	Construction of one prefabricated steel building.	A. A. Geraghty, Grand Casapedia, P.Q.	16,915 71	Sept. 25, 1950
St. Hubert, P.Q.	Repairs to roads, aprons, parking areas, etc., R.C.A.F. Station.	Provincial Paving, Ltd., Montreal, P.Q.	126,083 50	June 17, 1950
St. Hubert, P.Q.	Construction of automatic V.H.F./D.F. building, R.C.A.F. Station.	Richard & B. A. Ryan, Ltd., Montreal, P.Q.	3,450 00	Aug. 16, 1950
St. Hubert, P.Q.	Extension and improvements to runway and drainage system, R.C.A.F. Station.	Provincial Paving Co., Ltd., Montreal, P.Q.	530,707 00	Oct. 6, 1950
Valcartier, P.Q.	Construction of an enclosed range building, No. 248 C.A.R.D.E.	Magloire Cauchon, Ltd., Quebec, P.Q.	213,470 00	July 7, 1950
Barriefield, Ont.	Installation of 300 H.P. Boiler, Vimy Barracks.	John Inglis Co., Ltd., Toronto, Ont.	28,575 75	April 22, 1950
Barriefield, Ont.	Completion of roads, driveways, etc., at Military Camp.	Roads Resurfacing Co., Ltd., Kingston, Ont.	13,553 85	Sept. 20, 1950
Camp Borden, Ont.	Interior and exterior painting of building 0-95.	National Painting & Decorating, Ltd., Toronto, Ont.	13,428 00	Oct. 2, 1950
Edgar, Ont.	Construction of a radio station and services.	Pigott Construction Co., Ltd., Hamilton, Ont.	1,210,000 00	Sept. 23, 1950
London, Ont.	Re-roofing of storage buildings, No. 27, C.O.D.	W. A. Moffatt Co., Toronto, Ont.	29,000 00	April 14, 1950
Manotick, Ont.	Construction of transmitter building, R.C.A.F. Site.	M. Sullivan & Sons, Ltd., Arnprior, Ont.	228,545 00	May 5, 1950
Ottawa, Ont.	Construction of a radio propagation laboratory, etc., Connaught Ranges.	George A. Green & Sons, Ltd., Ottawa, Ont.	418,831 20	Sept. 27, 1950
Ottawa, Ont.	Renovation of existing accommodation, Uplands Airport.	Doran Construction Co., Ltd., Ottawa, Ont.	600,000 00	Sept. 21, 1950
Pembroke, Ont.	Construction of a radio station and services.	A. W. Robertson, Ltd., Toronto, Ont.	1,210,000 00	Sept. 30, 1950
Perth, Ont.	Installation of heating system at Armoury.	H. W. Stanzel, Smiths Falls, Ont.	6,524 00	May 31, 1950
Petawawa, Ont.	Construction of a gymnasium, Military Camp.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	130,800 00	Aug. 21, 1950

Toronto, Ont.	Renewal of main roof, Fort York Armoury.	Canadian Sheet Metal & Roofing Co., Toronto, Ont.	7 209 00	Oct. 2, 1950
Winnipeg, Man.	Exterior painting of buildings, R.C.A.F. Station.	Taylor Painting & Decorating Co., Ltd., Winnipeg, Man.	28 280 00	Sept. 25, 1950
Calgary, Alta.	Exterior painting of various buildings at No. 9403 Unit, R.C.A.F. Station.	Walter McKenzie, Calgary, Alta.	11 206 00	July 5, 1950
Chilliwack, B.C.	Construction of a 250 man barrack block.	Bennett & White Construction Co., Ltd., Vancouver, B.C.	482 403 00	Oct. 11, 1950
Dawson Creek, B.C.	Construction of one hundred housing units.	Marwell Construction Co., Ltd., Vancouver, B.C.	1 573 750 00	Sept. 20, 1950
Fort Nelson, B.C.	Exterior and interior painting of various buildings, R.C.A.F. Station.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	45 420 00	Sept. 23, 1950
Prince Rupert, B.C.	Interior and exterior painting of drill hall.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	6 246 50	June 17, 1950
Sea Island, B.C.	Exterior painting of miscellaneous buildings, R.C.A.F. Station.	Seaboard Advertising Co., Ltd., Vancouver, B.C.	4 605 00	June 17, 1950
<b>Central Mortgage and Housing Corporation</b>				
St. John's, Nfld.	Painting 21 D.N.D. houses and replacing stair treads.	H. S. Yelman, St. John's, Nfld.	4 200 00	*
Albro Lake, N.S.	Landscaping.	Rosehall Nurseries, Brantford, Ont.	10 548 24	Aug. 23, 1950
Dartmouth, N.S.	Construction of school, H.M.C.S. "Shearwater".	Acedia Construction Co., Ltd., Bridgewater, N.S.	226 600 00	April 22, 1950
Greenwood, N.S.	Installation of 2 reclosing circuit breakers and three 300 KVA transformers.	The Avon River Power Co., Ltd., Halifax, N.S.	14 500 00	*
Chatham, N.B.	Hardsurfacing of roads, paths and parking area.	Diamond Construction Co., Ltd., Fredericton, N.B.	9 825 55	July 28, 1950
Fredericton, N.B.	Grading and ditching lots.	Bemrose & Kilburn, Fredericton, N.B.	4 605 00	*
McGivney, N.B.	Construction of 8 houses.	Diamond Construction Co., Ltd., Fredericton, N.B.	66 486 10	June 28, 1950
Saint John, N.B.	Landscaping 180 units.	Rosehall Nurseries, Ltd., Brantford, Ont.	35 043 00	*
Saint John, N.B.	Alteration of heating system.	W. E. Emerson & Sons, Ltd., Saint John, N.B.	1 885 00	*
Saint John, N.B.	Replacing weeping tile.	George Malbec, Saint John, N.B.	2 175 57	*
Jonquiere, P.Q.	Exterior painting of houses.	Emile Lamarre, Jonquiere, P.Q.	1 075 00	*
Nitro, P.Q.	Street repairs.	R. Paying Co., Ltd., Valleyfield, P.Q.	1 838 50	*
Rosemount & Montreal, P.Q.	Interior painting of houses.	R. Richard, Enregistre, Montreal, P.Q.	7 958 00	Sept. 8, 1950
St. Hubert, P.Q.	Construction of 80 housing units.	Desourdy Construction, Ltée., Cowansville, P.Q.	642 872 00	July 24, 1950
St. Hubert, P.Q.	Installation of electrical services.	Bedard-Girard, Ltd., Montreal, P.Q.	15 875 00	July 25, 1950
St. Paul L'Ermite, P.Q.	Repairs to understructure of building.	Télesphère & Marcel Rivest, Rouvalley, P.Q.	4 275 00	*
Ajax, Ont.	Construction of sewer main.	Port Hope Construction Co., Ltd., Toronto, Ont.	8 067 80	Sept. 13, 1950
Ajax, Ont.	Construction of permanent foundation walls, replacement of joists, etc., on 55 houses.	Moir Construction Co., Ltd., St. Catharines, Ont.	36 380 00	Sept. 19, 1950
Ajax, Ont.	Construction of sewer mains.	Scott-Jackson Construction, New Toronto, Ont.	63 674 26	Aug. 23, 1950
Barrie, Ont.	Construction of house walks.	Stanley Excell, Barrie, Ont.	7 600 00	*
Barrie, Ont.	Construction of 18 classroom school.	T. L. Smith Construction Co., Ltd., Kingston, Ont.	507 610 00	Aug. 11, 1950
Bellefleur, Ont.	Landscaping and driveways.	H. H. Sutton, Toronto, Ont.	16 300 00	*
Brantford, Ont.	Landscaping and driveways.	W. E. Baker, Brantford, Ont.	9 442 40	*
Brockville, Ont.	Elimination of deficiencies.	R. Ritchie, Kingston, Ont.	2 410 50	*
Camp Borden, Ont.	Construction of 10 classroom school.	Hill-Clark-Francis, Ltd., New Liskard, Ont.	280 315 00	July 24, 1950
Camp Borden, Ont.	Construction of a school.	Hill-Clark-Francis, Ltd., New Liskard, Ont.	290 315 00	July 24, 1950
Camp Borden, Ont.	Construction of 18 classroom school.	Hill-Clark-Francis, Ltd., New Liskard, Ont.	565 750 00	July 24, 1950
Centralia, Ont.	Construction of 200 000 gal. concrete reservoir.	Stirling Construction Co., Ltd., Windsor, Ont.	31 117 50	Aug. 25, 1950
Gal, Ont.	Landscaping and driveways.	Thomson-Jones & Co., Toronto, Ont.	9 604 00	*
Niagara Falls & Fort Erie, Ont.	Re-covering plywood sided houses.	White & Deacon, Toronto, Ont.	6 962 00	July 4, 1950
Ottawa, Ont.	Removal of topsoil on building site, Montreal Road.	Valley Construction Co., Hurthman's Bridge, Ottawa, Ont.	2 430 00	*
Peterborough, Ont.	Elimination of deficiencies.	E. Reynolds & Son, Peterborough, Ont.	3 200 00	*
Peterborough, Ont.	Elimination of deficiencies.	E. Reynolds & Son, Peterborough, Ont.	7 050 00	*
Rockcliffe, Ont.	Construction of 18 classroom school.	Alex. G. Carrick, Ottawa, Ont.	499 300 00	Aug. 11, 1950
Sarnia, Ont.	Elimination of deficiencies.	Tripp Contracting Co., Sarnia, Ont.	4 741 50	*
Sixons Lookout, Ont.	Landscaping.	Charles D. Hay, Sarnia, Ont.	5 600 00	*
Stratford, Ont.	Landscaping 51 houses.	Charles D. Hay, Stratford, Ont.	3 905 00	*
Thorold, Ont.	Elimination of deficiencies.	Charles B., St. Catharines, Ont.	2 377 25	*
Windsor, Ont.	Landscaping 295 houses.	Rosehall Nurseries, Ltd., Brantford, Ont.	24 884 00	*
Windsor, Ont.	Installation of 500 combination doors.	Servico Hardware, Ltd., Windsor, Ont.	11 150 00	Aug. 11, 1950
Woodstock, Ont.	Installation of storm sash.	C. M. Ritchie, Clinton, Ont.	6 470 00	Aug. 2, 1950
East Kildonan, Man.	Additional supply of fill at project, 2-48.	Rural Municipality of East Kildonan, East Kildonan, Man.	1 175 40	*



# CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
<b>Central Mortgage and Housing Corporation</b>				
Winnipeg, Man.	Installation of 314 water connections.	City of Winnipeg, Winnipeg, Man.	\$ 33,077 93	*
Saskatoon, Sask.	Landslipping 100 houses	Thompson Jones & Co., Toronto, Ont.	12,714 00	*
Calgary, Alta.	Final grading of lots in project 1-49	Cruikshank Construction Co., Calgary, Alta.	4,601 00	Aug. 17, 1950
Calgary, Alta.	Construction of school	Bird Construction Co., Ltd., Calgary, Alta.	563,930 00	Aug. 17, 1950
Calgary, Alta.	Construction of school	Thomson-Wickland Construction, Ltd., Edmonton, Alta.	563,288 87	Aug. 17, 1950
Calgary, Alta.	Construction of 35 housing units	Thomson-Wickland Construction, Ltd., Vancouver, B.C.	284,785 16	July 27, 1950
Boundary Bay, B.C.	Construction of 35 housing units	Thomson-Wickland Construction, Ltd., Vancouver, B.C.	2,035 82	*
Vancouver, B.C.	Surveying and laying out sub-division.	Underhill & Underhill, Vancouver, B.C.	21,541 00	*
Vancouver, B.C.	Landslipping 30 houses	Rosshall Nurseries, Ltd., Bramford, Ont.	11,538 00	*
Victoria, B.C.	Landslipping	D. M. Browne, Victoria, B.C.	2,094,169 00	July 6, 1950
Victoria, B.C.	Construction of 260 houses, Belmont Park—Projects 1F, 1G and 1G-49.	1941 Commonwealth Construction Co., Ltd., Vancouver, B.C.		
<b>National Harbours Board</b>				
Halifax Harbour, N.S.	Replacement of large doors, Shed 20.	Westeel Products, Ltd., Montreal, P.Q.	29,640 00	Aug. 4, 1950
Saint John Harbour, N.B.	Construction of concrete loading platform rear of Berth 11.	Maritime Construction Co., Ltd., Fairville, N.B.	17,165 00	July 4, 1950
<b>Department of Public Works</b>				
Breen's Pond, N.S.	Breakwater replacement	Michael Campbell, Antigonish, N.S.	76,406 44	July 5, 1950
Halifax, N.S.	Alterations to kitchen and canteen, etc.—Customs Examination and Waiting Room Building Pier 21.	George R. Prowse Range Co., Ltd., Montreal, P.Q.	6,149 50	Sept. 1, 1950
Halifax, N.S.	Alterations to 4th floor Federal Bldg., for Dept. of Transport and Bureau of Statistics.	Standard Construction Co., Ltd., Halifax, N.S.	8,845 00	Sept. 11, 1950
Kingston, N.S.	Erection of Public Building	Acadia Construction Co., Ltd., Bridgewater, N.S.	59,138 00	Aug. 22, 1950
North West Cove, N.S.	Construction of a wharf extension	The Atlantic Bridge Co., Ltd., Lunenburg, N.S.	16,800 00	July 7, 1950
Upper Blandford, N.S.	Construction of a breakwater	R. A. Douglas, New Glasgow, N.S.	52,112 50	July 7, 1950
Campbellton, N.B.	Wharf repairs and improvements	Pudley Dimeck & J. N. Peck, Campbellton, N.B.	9,939 50	April 22, 1950
Newcastle, N.B.	Wharf repairs and improvements	Max E. Forrest, Newcastle, N.B.	27,355 00	Sept. 1, 1950
Bate Comeau, P.Q.	Repairs and painting, Public Building	McNamara Construction Co., Ltd., Toronto, Ont.	19,854 00	Oct. 4, 1950
Cowansville, P.Q.	Wharf repairs	Alphonse Gauthier Inc., Montreal, P.Q.	157,996 00	Sept. 8, 1950
Dunrobin, P.Q.	Construction of Dominion Public Building	R. Royer, Ltd., Sherbrooke, P.Q.	57,900 00	Aug. 22, 1950
Hull, P.Q.	Construction of Dominion Public Building	Concrete Construction, Ltd., Montreal, P.Q.	1,771,219 00	Aug. 31, 1950
Isle-aux-Grues, P.Q.	Concrete superstructure, National Printing Bureau	Concrete Construction, Ltd., Montreal, P.Q.	57,958 00	Sept. 1, 1950
Montmorency Village, P.Q.	Construction of a wharf	C. O. Lambert, P.Q.	99,991 00	Sept. 1, 1950
Noyan (Lacolle), P.Q.	Wharf reconstruction	Raxmond Matte, Ltd., Montreal, P.Q.	22,392 09	Aug. 30, 1950
Quebec, P.Q.	Construction of a central heating plant, Savard Park Hospital	Yveline Lachapelle, Sorel, P.Q.	160,800 00	Aug. 31, 1950
St. Anne de Sorel, P.Q.	Steel sheet piling protection work	Yveline Lachapelle, Sorel, P.Q.	39,687 60	July 17, 1950
St. Barthelemy, P.Q.	Wharf reconstruction (Bulkhead Wall)	I. E. Cote, Shawinigan Falls, P.Q.	8,589 00	June 19, 1950
Beauséjour Island, Ont.	Wharf reconstruction (Bulkhead Wall)	Birmingham Construction, Ltd., Hamilton, Ont.	45,022 00	June 23, 1950
Bowmanville, Ont.	Pier repairs (west pier)	Birmingham Construction, Ltd., Hamilton, Ont.	14,681 35	June 20, 1950

Kingston, Ont. ....	Cleaning, scraping and painting the steel work of the bridges of the Lasalle Causeway.	Edmond Lessard, Ottawa, Ont. ....	5,200 00	June 19, 1950
Long Spur Lake, Ont. ....	Wharf replacement.	L. R. Brown & Co., Ltd., Sault Ste. Marie, Ont. ....	6,226 00	June 27, 1950
Ottawa, Ont. ....	Alterations to rooms 119 and 121 for Patent and Copyright Office, Canadian Building.	A. Lancelot Construction Co., Ottawa, Ont. ....	8,486 00	Aug. 29, 1950
Ottawa, Ont. ....	Installation of fire alarm systems—568 and 552 Booth St. ....	Dominion Electric Protection Co., Toronto, Ont. ....	5,500 00	June 24, 1950
Ottawa, Ont. ....	Repairs to greenhouses Nos. 1, 2 and 4 and repairs to Palm House Dome, Central Experimental Farm.	Lord & Burnham Co., Ltd., St. Catharines, Ont. ....	10,800 00	Aug. 17, 1950
Ottawa, Ont. ....	Lighting—new grounds Dominion Experimental Farm.	Stanley G. Brooks, Ltd., Ottawa, Ont. ....	8,750 00	Aug. 23, 1950
Pembroke, Ont. ....	Removal of the old pile work wharf.	Cummins Construction Co., Montebello, P.Q. ....	8,447 50	July 18, 1950
Rockcliffe, Ont. ....	Pavement for roads and driveways R.C.M.P. N. Division	Dibbles Construction Co., Ltd., Ottawa, Ont. ....	14,949 00	Aug. 23, 1950
South Porcupine, Ont. ....	Erection of Dominion Public Building.	George E. Knowles, Ltd., Timmins, Ont. ....	139,875 00	Sept. 8, 1950
Turkey Point, Ont. ....	Construction of a wharf.	R. A. Blyth, Toronto, Ont. ....	17,181 00	June 28, 1950
Hobbema, Alta. ....	Construction of Indian Hospital for Dept. of National Health and Welfare.	Yukon Construction Co., Ltd., Edmonton, Alta. ....	79,987 00	July 12, 1950
Alert Bay, B.C. ....	Construction of a seaplane landing.	R. J. Dunlop & Co., Ltd., Vancouver, B.C. ....	29,211 54	July 4, 1950
Dawson Creek, B.C. ....	Replacing floor, etc., Public Building.	McLaughlin & Waugh, Dawson Creek, B.C. ....	6,222 00	Aug. 31, 1950
Friendly Cove (Nootka Island), B.C. ....	Construction of a breakwater.	Coast Quarries, Ltd., Vancouver, B.C. ....	32,712 00	June 9, 1950
Lang Bay, B.C. ....	Wharf repairs.	W. Greenless, Vancouver, B.C. ....	5,702 00	Sept. 27, 1950
Vancouver, B.C. ....	Demolition of old buildings and conversion of section of old boiler room for steam and hot water services, Shaughnessy Hospital.	T.M. Construction Co., Ltd., & Merchants (Cartage) Co., Ltd., Vancouver, B.C. ....	16,770 00	Aug. 2, 1950
Baie Comeau, P.Q. ....	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q. ....	105,980 00	*
Port Daniel, P.Q. ....	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q. ....	22,272 00	*
Riviere du Loup, P.Q. ....	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q. ....	57,241 00	*
Georgian Bay, Ont. ....	Dredging inside steamer channel.	Russell Construction Co., Ltd., Toronto, Ont. ....	144,302 80	*
Hamilton, Ont. ....	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q. ....	623,700 00	*
Wheatley, Ont. ....	Dredging.	Duan Construction Co., Ltd., Lake River, Ont. ....	12,150 00	*
Whitby, Ont. ....	Dredging.	Russell Construction Co., Ltd., Toronto, Ont. ....	8,480 00	*
Annieville Cut, B.C. ....	Dredging in the Fraser River, B.C. and in the channel in front of the Searle Elevator.	B. C. Bridge and Dredging Co., Ltd., Vancouver, B.C. ....	100,000 00	*
<b>Department of Resources and Development</b>				
Fort Lemox, P.Q. ....	Construction of permanent wharf on the west side of Ile aux-Neiges.	J. A. Gosselin, St. Paul, P.Q. ....	2,485 00	Sept. 13, 1950
Point Pelee National Park, Ont. ....	Hauling and driving of oak piles on the east beach of park.	Dean Construction Co., Ltd., Belle River, Ont. ....	11,418 00	June 19, 1950
Radium Hot Springs, B.C. ....	Installation of an electrical distribution system for Dominion Government buildings.	Nova Electric, Ltd., North Vancouver, B.C. ....	7,938 49	June 8, 1950
<b>Department of Transport</b>				
Cartierville, P.Q. ....	Additional airport development.	Atlas Construction Co., Ltd., Westmount, P.Q. ....	99,120 00	June 1, 1950
Dorval, P.Q. ....	Alterations of Hangar No. 4, Montreal Airport.	J. J. F. Poirer & Co., Ltd., Montreal, P.Q. ....	28,870 00	Aug. 9, 1950
Oranham, Ont. ....	Construction of a radio range building.	Bloodau & Heath Co., Ltd., Port Arthur, Ont. ....	6,800 00	Sept. 23, 1950
London, Ont. ....	Resurfacing parking apron and entrance road at airport.	Townland Construction Co., Ltd., London, Ont. ....	11,816 00	June 26, 1950
Nakina, Ont. ....	Erection of prefabricated staff dwelling.	Mobile Enterprises, Ltd., Ont. ....	11,792 00	June 26, 1950
North Battleford, Sask. ....	Additional airport development.	T. J. Pounder & Co., Ltd., Winnipeg, Man. ....	19,197 40	June 19, 1950
Yorkton, Sask. ....	Additional airport development.	T. J. Pounder & Co., Ltd., Winnipeg, Man. ....	20,924 30	June 19, 1950

\* The labour conditions of these contracts contain the General Fair Wages clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

# LABOUR LAW

## Labour Legislation in Newfoundland, Alberta, Nova Scotia and Prince Edward Island in 1950

*Newfoundland enacted new laws concerning labour relations, trade unions, workmen's compensation and minimum wages, making its labour laws very similar to those in other Canadian provinces. Alberta made extensive changes in the Alberta Labour Act, which consolidated the main labour laws of the Province in 1947. In Nova Scotia, the minimum compensation benefit payable to a totally and permanently disabled workman has been raised from \$15 a week to \$75 a month. Prince Edward Island gave the Workmen's Compensation Board increased authority for accident prevention measures and enacted a new Mechanics' Lien Act.*

### NEWFOUNDLAND

The Newfoundland Legislature was in session from February 15 to June 30, 1950. Four major labour Acts were passed: a Labour Relations Act modelled on the Federal Act, a Trade Union Act which sets out certain rights and obligations of trade unions, a Workmen's Compensation Act similar to Acts in the other nine provinces, and a Minimum Wage Act providing for the setting of minimum standards of wages, overtime pay and other conditions of employment on the recommendation of a Minimum Wage Board.

#### Labour Relations

The Labour Relations Act, proclaimed in effect July 18, 1950, is patterned on the Federal Industrial Relations and Disputes Investigation Act of 1948. The Federal statute was drafted with a view to meeting the needs of industrial relations in industries under provincial jurisdiction as well as those in the Federal field, so that if the provinces chose to enact similar legislation there would be uniform industrial relations law throughout Canada. In addition to the Newfoundland Act, the New Brunswick, Manitoba and Nova Scotia Acts follow very closely the Federal Act, and the Acts in the other provinces are similar to it in many respects.

Like the Federal Act, the Newfoundland Act establishes a procedure for certification of trade unions as bargaining agents, makes collective bargaining compulsory, provides for the appointment of conciliation officers and boards if bargaining is unsuccessful, and prohibits unfair labour practices. It makes a collective agreement binding upon the

employer and the bargaining agent and every employee in the unit which the bargaining agent has been certified to represent, requires that every collective agreement shall contain a provision for settling differences without work stoppage during the course of the agreement, and prohibits strikes and lockouts until conciliation procedure has been followed and seven days have elapsed after a Conciliation Board report. It prescribes penalties in the form of fines enforceable through the Courts. It provides for an agreement with the Federal Government under which the Federal authorities may administer the Act with respect to any particular undertaking or business. A detailed summary of the Federal Act may be found in the *LABOUR GAZETTE* (L.G., 1948, pp. 1255-1261). The main points of difference are noted below.

The Newfoundland Act provides for a voluntary revocable check-off of union dues. An employer is required to honour a written assignment of wages to the certified bargaining agent. If an assignment is revoked the employer must notify the bargaining agent. There are similar provisions in the British Columbia, Alberta, Saskatchewan, Prince Edward Island and Nova Scotia Acts.

A trade union that does not comply with the Newfoundland Trade Union Act is barred from certain benefits of the Labour Relations Act as long as non-compliance continues. These benefits are certification and decertification of bargaining agents, and the compulsory collective bargaining requirement.



Besides the unfair labour practices listed in the Federal Act, the Newfoundland Act adds three provisions. One provision makes it an unfair labour practice for an employer in the course of a labour dispute to threaten to shut down or move a plant. Secondly, an employee or any person acting on behalf of a trade union is prohibited from using coercion or intimidation to encourage or discourage membership in a trade union, but this does not preclude attempting to persuade an employer to make an agreement requiring membership or maintenance of membership in the union as a condition of employment. Finally, no trade union or person acting on behalf of a trade union and no employee "shall support, encourage, condone or engage in any activity that is intended to restrict or limit production".

In the provisions regulating the procedure for negotiation a clause is included providing that, if an application for certification or decertification is pending before the Labour Relations Board, the Board may order collective bargaining to be suspended until a decision on the application is reached.

As in several other provinces, the Newfoundland Labour Relations Board is composed of four members and the chairman, rather than eight members and the chairman, as under the Federal Act. There must be equal representation of employers and employees.

The penalties for offences under the Act are similar to those set out in the Federal Act, except in the case of a union declaring or authorizing a strike contrary to the provisions of the Act. The fine in such case is fixed at an amount not exceeding two hundred and fifty dollars, instead of one hundred and fifty dollars as in the Federal Act.

The Trade Disputes (Arbitration and Inquiry) Act, 1944, as amended, is repealed.

## Trade Unions

The Trade Union Act, 1950, proclaimed in effect July 18, 1950, replaces an earlier Trade Union Act in Newfoundland. The early Act was patterned on English law and brought into force in Newfoundland two English statutes, the Conspiracy and Protection of Property Act, 1875, and the Trade Disputes Act, 1906, which defined the legal status of trade unions and gave them protection against civil and criminal actions. The new Act retains the provisions protecting unions from civil liability and as a result, deals more comprehensively than statutes in the other provinces with the legal position of unions. The

provisions of the former Act concerning criminal conspiracy have been omitted, since criminal conspiracy comes within the scope of the Criminal Code of Canada.

The new Act is administered by the Department of Labour, and besides protecting unions from civil suits, sets out procedures for registration and certain requirements which the union must meet. If unions do not comply they are not protected by the Act.

"Trade union" is defined as any combination of seven or more workmen for regulating the relations between workmen and employers or for imposing restrictive conditions on the conduct of any trade or business.

The first sections of the Act deal with the legal position of trade unions. A provision similar to one in the Federal Trade Unions Act stipulates that nothing in the Act shall enable court proceedings to be taken for damages for breach of certain agreements, including those agreements having to do with the relation of the union to its members or to other unions.

No act done by two or more members of a trade union in furtherance of a trade dispute is actionable unless the act would be actionable without such combination. This is similar to provisions of an English law of 1875 which sought to protect unions from the historic common law principle that combinations are in themselves unlawful. This provision also appears in statutes of Ontario and Saskatchewan.

It is also provided that an act done by a person in furtherance of a trade dispute is not actionable "on the ground only that it induces some other person to break a contract of employment" or on the ground that it interferes "with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or his labour as he wills". This section is similar to one enacted in the British Trade Disputes Act of 1906, and does not appear in the statutes of any other province.

Also similar to a section of the British Trade Disputes Act is the absolute protection of unions from civil court actions in respect to wrongful acts alleged to have been committed by or on behalf of the union. It further expressly prohibits an action against a union through representative defendants as well as an action against a union in its own name.

The Companies Act, under which associations formed for various purposes may be incorporated, is declared not to apply to trade unions. However, it is provided that unions may hold property for the use

and benefit of their members, and authorized officers of the union may bring or defend a civil action concerning the property. In such cases the president and secretary may sue or be sued in any court in their proper names without other description than the title of their office.

The Act also imposes specific obligations upon trade unions.

Every union must file with the Minister of Labour on request a certified copy of its rules, and must file amendments to the rules within one month after they are made. A list of names and addresses of officers must be submitted within a month after their election. On the Minister's request a union must provide an audited statement of its receipts and expenditures, and the Minister may, if he deems it necessary, require a further audit at the union's expense by persons approved by him. A union must also supply such other particulars and information as the Minister may from time to time require.

The treasurer of the union is required to make available to each member an audited financial statement, and, if required to do so, must turn over the balance as shown in the audit to the person designated by the members. On failure to do so he may be sued.

The rules of a trade union must contain certain regulatory provisions. Besides provision for the appointment and removal of officers, investment of funds and an annual audit of accounts, the rules must set out

Every object for which the trade union is to be established, the purposes for which the funds thereof shall be applicable, and the conditions under which any member may become entitled to any benefit assured thereby, and the fines and forfeitures which may be imposed on any member of such trade union.

They must also set out the manner of making, altering, amending and rescinding rules.

The rules must also contain provision for the manner of dissolving the union, and require that the balance of funds at dissolution "shall be donated for some *bona fide* charitable or benevolent purpose or to some other trade union with co-related or similar objects".

To unions which have complied with these conditions, the Minister of Labour issues a certificate annually, stating that the requirements as to rules and returns have been complied with. This certificate must be posted in a conspicuous place at the union meeting place or headquarters.

A trade union cannot take a name identical with that of any other trade union or nearly resembling it. The name may be

changed by the consent of at least two-thirds of the members present at a special meeting convened for that purpose. With the consent of at least two-thirds of the members of each trade union, two or more trade unions may amalgamate. Notice of change of name or amalgamation must be given to the Minister of Labour and recorded by him.

The effect on a union of failing to comply with the Act is that it shall not "enjoy the benefits conferred by this Act while such refusal or neglect continues". Similarly, it is provided in the Labour Relations Act, that the benefits of that Act apply only to unions which are in compliance with the requirements of the Trade Union Act.

## Workmen's Compensation

The new Workmen's Compensation Act, like the Acts in all the other Canadian provinces, is of the collective liability type. The Act has not yet been proclaimed in force as a Workmen's Compensation Committee is conducting a study preparatory to determination of rates of compensation and assessment. The new Act will repeal the Workmen's Compensation Act, 1948, which provides compensation through an individual liability system, but the workman's right to compensation for an accident happening before the new Act comes into force will not be affected.

The new Act establishes for the majority of industries a contributory insurance fund, and provides for a Workmen's Compensation Board to administer the fund and deal with claims for compensation. Employers in industries covered by Part I of the Act are required to contribute to the fund at a rate determined by the Board in accordance with the hazards of the industry. Another important duty of the Newfoundland Workmen's Compensation Board will be its responsibility for prevention of accidents and industrial diseases. The Board is required to report annually to the Minister of Labour, who will table the report in the Legislature.

In any industry to which Part I of the Act applies, compensation will be paid for personal injury to a workman by accident arising out of or in the course of his employment or by an occupational disease specified in the schedule, except where the workman is disabled for three days or less or where the injury is attributed to his serious and wilful misconduct and does not result in death or serious disablement. Where compensation for disability is payable, it is computed from the date of disability. The waiting period in the other provinces varies from one to seven days.

### *Application*

Part I of the Act applies to employers and workmen in or about any operations carried on in a factory; the industries of manufacturing, logging, lumbering, rafting of lumber, river driving; mining, quarrying, excavation, diamond-drilling; road construction, building, construction, building moving, demolition; engineering; printing; installation of plumbing, heating and electrical systems; fishing, including seal fishing and whaling, fish handling, fish processing; canning; automobile repairing, servicing, storage or selling; armature winding; ice harvesting, cutting, storing or delivery; kelp collection; stone dressing; land surveying; the operation of wholesale and retail stores; repair shops; marble works or monument business; bakeries; horticultural nurseries and green houses; ice rinks; bowling alleys; broadcasting stations; barber shops, beauty parlours; laundries; restaurants; theatres; beer parlours; packing houses; lumber yards; coal yards; refrigeration or cold storage plants; warehouses; elevators; and where there are ten or more bedrooms, the operation of hotels or lodging houses; commercial buildings or apartment buildings where rooms, suites or space is rented to a tenant; hospitals; the operation of railways or tramways; telegraph, cable or telephone systems; electric light or power plants or systems; steam-heating plants; gas works; water works; sewers; and any public utility; the operation of docks, wharves; boats, ships, tugs, dredges; trawlers, bankers, draggers, and other fishing vessels; ferries; marine salvage, navigation, stevedoring; janitor service; chimney cleaning, or window cleaning service; messenger service or delivery service; extermination and fumigating service; blacksmithing, horse-shoeing; transportation, teaming, trucking, hauling; scavenging, street-cleaning; handling of hides; painting, decorating, renovating; dyeing and cleaning; any of the industries, operations, or occupations incidental to or connected with any of the above industries, occupations or operations; any employment by or under the Crown in right of the Province including employment by any permanent Board or Commission of the Crown in right of the Province. The list of industries covered corresponds closely to the list in the British Columbia Act. Farm labourers or domestic servants are not included under Part I, but upon application of the employer, may be admitted on such conditions as the Board may impose. This is similar to provisions in five other provinces.

Excluded from Part I are casual employees who are employed otherwise than for the purposes of the employer's business, outworkers, and members of the family of the employer who reside with the employer.

Members of a crew of a fishing vessel of 15 tons or more gross tonnage who are remunerated by shares in the profits or gross earnings in the operation of the vessel, may, if they and the owner apply to the Board, be admitted within the scope of the Act on terms and conditions to be set by the Board.

As in the other provinces, the Lieutenant-Governor in Council on the recommendation of the Workmen's Compensation Board may by order in council bring additional industries within the scope of the Act. On the application of the employer, any industry may be admitted by the Board to the coverage of Part I. The Board also has the power to exclude industries in which not more than a stated number of workmen are employed.

### *Compensation Provisions*

In its details the Act is very similar to the Acts in the other provinces. The Prince Edward Island Act passed in 1949 was fully reported in the *LABOUR GAZETTE* (L.G., 1949, pp. 1430-1436). A workman who is injured in employment covered by Part I of the Act is required to file with the Board an application for compensation together with certificate of the attending physician and such other information as may be required. The employer is required to report to the Board in writing the particulars of any accident which disables a worker for at least three days or for which he has received medical aid. Compensation is not payable unless notice is given as soon as practicable after the accident and unless the claim for compensation is filed within six months of the injury.

Where a Newfoundland workman is employed outside of the Province in employment connected with his work in Newfoundland, he is compensated for injury unless his employment outside of Newfoundland has been longer than eight months, or unless he is covered by the laws of the place where the accident happens. The Board may grant compensation to a non-resident employee in Newfoundland if the laws of the place where he is resident would permit compensation to a Newfoundland workman injured in that place.

Unlike the Acts in all the other provinces, the Newfoundland Act does not specify the scale of benefit. It provides



that the amount of compensation is to be set by regulations of the Lieutenant-Governor in Council, to be published in the *Newfoundland Gazette*. The Committee appointed to make recommendations to the Lieutenant-Governor in Council as to the rate of benefits is expected to report within the next few months.

### *Industrial Diseases*

Compensation may also be paid under the Act for death or injury due to industrial diseases. The diseases for which compensation will be paid are set out in a schedule, which is the same as the one incorporated in the 1948 individual liability statute and somewhat similar to the schedule in the Ontario Act. It lists the following diseases: ankylostomiasis; anthrax; blisters (infected); bursitis; bursitis (acute) over the elbow (miners' beat elbow); cancer; cellulitis (subcutaneous) of the hand (miners' beat hand); cellulitis (subcutaneous) over the patella (miners' beat knee); compressed air illness or caisson disease; dermatitis (venenata); frost-bite; inflammation of the synovial lining of the wrist joint and tendon sheaths; pneumoconiosis; poisoning by arsenic, benzol, brass or zinc or nickel, carbon bisulphide, carbon dioxide, carbon monoxide, chrome, lead, mercury, nitrous fumes, or phosphorus; retinitis, seal finger, silicosis, stone workers' or grinders' phthisis.

As in New Brunswick and Prince Edward Island, the Board is authorized to order any workman to be medically examined to determine whether he is affected with an industrial disease, or to determine the progress of the disease. If a workman does not comply his employer is subject to penalty if he continues to employ him.

### *Medical Aid*

An injured workman is also entitled to medical aid, under provisions similar to those previously described in the Prince Edward Island Act. An amount not to exceed \$15,000 a year may be spent to lessen handicaps resulting from injuries.

### *Accident Prevention*

The Board is given wide powers to carry out measures for the prevention of accidents and industrial diseases. The Board may investigate working conditions to determine what safety devices or other safeguards are required and may make rules and regulations, of general or special application. The Board may also arrange exhibits of safety devices, publish accident prevention bulletins, and arrange for lectures for employers, workmen and the general public regarding first aid and the

causes and prevention of industrial accidents and diseases, and appoint advisory committees, representative of workmen and employers, to assist the Board in establishing safety standards. Before the adoption of rules or regulations the Board may confer with a committee of not more than five employers representative of the industries affected, and with a committee of an equal number of the workmen concerned.

Where the Board has determined that safety devices are necessary, it may order the installation or adoption of such devices within a specified time. The order is to be posted in a conspicuous place by the employer, and kept posted until it has been complied with and its removal has been authorized by the Board. If the employer fails to comply with such an order, or if the Board is of the opinion that conditions of immediate danger exist, "the Board may in its discretion order the employer forthwith to close down the whole or any part of the employment or place of employment and the industry carried on therein". Every employer who fails to comply with a safety order made by the Board is guilty of an offence and liable on summary conviction to a fine not exceeding five hundred dollars for each day on which the offence continues. The Board or its officers is required to report to the Department of Health any breach of the Health and Public Welfare Act.

Leave from the Board to commence operations is required in the case of every mine, plant or establishment which has not been in operation for seven months and in which power-driven machinery is used. The employer is required to report to the Board that the plant is ready for operation, and following inspection the Board may grant leave to operate if the establishment is found to be reasonably free from danger to persons employed in it. Pending inspection the Board may grant a temporary permit. A fine of from fifty to one thousand dollars a day is provided for contravention of this section.

### *Individual Liability*

Part II applies to industries not included under Part I, but excludes farm workers, domestic workers and fishermen. As under the individual liability provisions of Acts in other provinces, an injured workman has the right of action in the courts against an employer for damages sustained. Where a worker employed by a contractor or subcontractor is injured due to the negligence of the person for whom the work is being done, the latter may be sued for damages. The contractor or subcontractor is also liable, but the claimant cannot recover

double damages. In the case of death of a workman through injury his dependents may recover such damages as they are entitled to under Chapter 213 of the Consolidated Statutes of Newfoundland, "Of Compensation to Families of Deceased Persons when Death occurs through Negligence".

### **Blind Workmen**

The Blind Workmen's Compensation Act, to come into force on proclamation, is similar to statutes in effect in Alberta, Nova Scotia, New Brunswick, Ontario, Quebec and Saskatchewan. The Department of Labour is to pay into the Accident Fund established under the Workmen's Compensation Act the full cost of compensation in excess of \$50 payable in respect of an injury to a blind workman employed in an industry under Part I of the Workmen's Compensation Act. The employment of the blind workman must, however, have been approved by the Canadian National Institute for the Blind or other organization designated for the purpose by the Lieutenant-Governor in Council.

As in four other provinces, the Act provides that where an employer employs a blind workman or changes his employment without the approval of the Institute he is deemed to have waived his rights under the Act.

### **Minimum Wages**

The Minimum Wage Act, applying to both men and women workers, provides for a permanent government Board to be set up to make recommendations to the Lieutenant-Governor in Council regarding minimum rates of wages, minimum overtime rates, and other conditions of work for any classification of employees. The Act, which is similar to the Minimum Wage statutes of the other provinces, repeals the Labour (Minimum Wage) Act, 1947, under which advisory committees could be set up to investigate conditions of employment in any particular industry and to make recommendations to the Lieutenant-Governor in Council regarding minimum rates.

The new statute is very wide in its coverage, applying to all persons who work under a contract with an employer whether by way of manual labour, clerical work or otherwise and includes apprentices.

Provision is made for a Minimum Wage Board of three members appointed by the Lieutenant-Governor in Council, one member representing management, one labour and an impartial chairman. The

members of the Board are to hold office during pleasure and are to be paid remuneration and travelling expenses as the Lieutenant-Governor in Council may determine.

The Board on its own initiative may, and at the request of the Minister of Labour must, conduct investigations into the terms and conditions of employment in any trade and make recommendations to the Lieutenant-Governor in Council regarding the trade or area to which a minimum wage order should apply; the classes of employees to be covered; the minimum rates of wages; the maximum hours for which such wages shall be paid, compensation for overtime; rates for part-time employees, apprentices, inexperienced or handicapped employees and for piece work; deductions from wages where board and lodging, uniforms, etc., are supplied by the employer, for time lost through illness, holidays, etc., and for special privileges resulting from the nature of the work performed.

On the recommendation of the Minister, the Lieutenant-Governor in Council may, by order, give effect to the Board's recommendations, with any amendments deemed necessary, and he may also prescribe penalties for a breach of the provisions of the Order. Minimum Wage Orders must be published in the *Newfoundland Gazette* and they must be laid by the Minister before the Legislature within 15 days after issue or within 15 days after the Legislature is in session. The Board must review Orders at least every two years and recommend to the Lieutenant-Governor in Council that they be continued in force, amended or revoked.

Newfoundland is like Manitoba, Alberta, Saskatchewan and Quebec in requiring the approval of the Lieutenant-Governor in Council before a minimum wage order can take effect. In the other provinces rates are fixed directly by the Boards. In New Brunswick the Board's Orders are subject to review by the Minister.

For the purpose of obtaining information as to the prevailing rates of wages and conditions of employment, the Board may arrange for a conference between employers and employees or their representatives in any industry. The Board has power to summon witnesses to attend and give evidence on oath.

Employers are required by the Act to keep complete records of the names, addresses, rates of wages, hours of work and actual earnings of each employee and they must make the records available for examination to any member or representative of the Board or officer of the

Department. Every employer must keep posted in a conspicuous place on his premises a copy of any Order affecting his establishment.

The Lieutenant-Governor in Council may appoint such officers as he deems necessary for securing the proper observance of the Act, who will have the power of entry of premises and inspection of records.

An agreement between the employer and employee for payment of wages below the minimum is void, and the parties are guilty of an offence.

If an employee is not paid the full amount of the prescribed wages, he is entitled to recover from his employer by court action the amount due him, and in case of dispute, the burden of proof is on the defendant.

Employers are forbidden to discharge or discriminate in any way against an employee who has testified in any proceedings under the Act or who has assisted the Board in any way. If an employer is convicted of this offence, in addition to other penalties imposed by the Act, the court may order the employer to pay the employee compensation for loss of employment not exceeding the sum equivalent to the wages that would have accrued up to the date of conviction had he not been discharged. The court may also order the re-instatement of the employee.

A penalty not exceeding one hundred dollars for the first offence and, in default of payment, of imprisonment for not more than three months is provided for an employer who is convicted of an offence under the Act. For each subsequent offence a fine of not more than two hundred dollars and, in default of payment, imprisonment for not more than six months is provided.

## Food and Drug Handling

A new Food and Drug Act sets out minimum standards for the sanitary handling of food in the public interest and requires the licensing and inspection of premises where food is prepared, stored or sold. The provisions of the 1943 Act providing for medical examination of employees in food handling trades are continued in the new statute. The 1943 Act was rescinded on July 15, 1950, when the Federal Food and Drug Act came into force in Newfoundland.

The Act applies to all places where food is prepared or sold including hotels, restaurants, delicatessens, bakeries, breweries, bottling plants, cold storage plants, dairies, slaughter houses, preserve factories, ice plants, and factories where tinned goods, drugs or medicines are prepared and packed.

An annual licence from the chief health inspector must be obtained by every person who wishes to operate a food handling trade. The licence may be cancelled if the holder is convicted of a breach of the Act or if the inspector finds that the premises have become unsuitable for the trade for which they have been licensed.

Inspectors must be allowed to enter and examine at all times any place where foods or drugs are prepared or sold.

All persons employed in a room where food is prepared must be clean in their personal habits and keep all articles and utensils in the room in a sanitary condition according to a standard of cleanliness approved by an inspector.

A person who works where food is prepared may be required by the Minister or by an inspector to undergo a medical examination to see if he is suffering from a contagious disease which might contaminate the food. Any person who is found to have a contagious disease is forbidden to work in a place where food is prepared or sold until he has received a permit from the Minister.

Regulations may be made by the Minister prescribing minimum standards for workmen and equipment in the food handling trades and requiring owners or managers of hotels and restaurants to make written returns of the names, addresses and descriptions of persons employed by them. General regulations have been made and are summarized in this issue.

## Tourist Establishments

The Tourist Establishments Act, 1950, which came into effect on proclamation September 5, 1950, replaces the Newfoundland Tourist Traffic Development Board Act, 1936. The new Act gives to the Lieutenant-Governor in Council the power to make regulations regarding the classification of tourist establishments and the issuing of licences, to prescribe ground plans, hygienic conditions, and safety measures, the furnishing of the establishments, and monthly returns on the people accommodated in them.

These regulations may also deal with the health of the persons employed in the tourist establishments, or in connection with their maintenance. They may prescribe the production of a health certificate by the persons employed, and prohibit the employment of persons suffering from any contagious or infectious disease.

The regulations will be regarded as minimum requirements only. They are to be published in the *Newfoundland Gazette* and will have effect from the date of their publication.



Anyone who contravenes the provisions of the regulations will be liable upon summary conviction to a fine, not exceeding one hundred dollars, and in default to three months' imprisonment, or to both penalties.

The Minister of Economic Development is charged with the administration of the Act.

### **Sunday Closing in Garages and Service Stations**

The Garage and Service Station (Sunday Closing) Act, 1943 was amended in respect

## **ALBERTA**

At the 1950 session of the Alberta Legislature, which lasted from February 23 to April 5, the Alberta Labour Act, which consolidates the greater part of the labour legislation of the Province, was the subject of a large number of amendments, most of which were suggested and agreed upon at a conference of representatives of labour, employers' organizations and the public, and Government officials held in June, 1949. A new Act for the regulation and inspection of quarries was passed.

### **Labour Act**

Effective from July 1, extensive amendments were made to the Alberta Labour Act, 1947, which consolidates in one statute provisions relating to hours of work, minimum wages, labour welfare, holidays with pay, industrial standards and conciliation and arbitration. The changes made in the Act were discussed and agreed to at a four-day conference of labour and management representatives and Government officials which was held in June, 1949, and all the amendments proposed at the Conference were passed by the Legislature. Several of the changes made bring sections of the Act into line with the federal Industrial Relations and Disputes Investigation Act or with the industrial relations legislation of some of the other provinces.

Changes were made in all five parts of the Act but those dealing with conciliation and arbitration are of most consequence. The certification of company-dominated unions is prohibited, and the definition of "employee" has been changed to exclude persons in a managerial or supervisory capacity and certain professional classes. The Board of Industrial Relations has been given new powers including the certifying of bargaining agents (formerly done by the Minister of Labour) and in cases where a Conciliation Commissioner is unable to settle a dispute the Board is given authority to review his report and to make recommendations to the Minister as to whether

to the provision requiring garages and service stations in the St. John's area to remain closed on Sunday unless special permission was granted by a Stipendiary Magistrate or the Chief of Police. The 1943 Act expressly forbade any employee to be employed in a garage or service station on Sunday.

The effect of the amendment is to permit the sale of gasoline or oils on Sunday.

Repair or service work or the sale of parts or accessories is still prohibited on Sunday.

or not he should appoint a Board of Arbitration. Formerly, the Minister automatically appointed an Arbitration Board when a Conciliation Commissioner failed. Another amendment provides that if, before an award is made by the Board of Arbitration, the parties agree in writing to accept the Board's decision, then the award will be binding on the parties. Other changes provide that an employee must revoke a check-off in writing; protect the pension rights of an employee who has participated in a lawful strike or lockout or has been dismissed contrary to the Act; and set out special provisions governing the effect on certification and on a collective agreement when a business is sold or transferred.

Amendments to other parts of the Act provide that holidays with pay may now be included among the subjects to be negotiated at a conference between employers and employees and may be included in the ensuing industrial standards schedule; penalties may be imposed on employers who fail to grant holidays with pay as authorized by the Board; the Board may authorize wages less than the minimum for handicapped workers only on their own request; the employment of women on night shifts for two months after childbirth may be prohibited by the Board, as well as the employment of children under 15 in any work outside of the prohibited employments set out in the Act without the consent of the Board; and when employees have been notified of their hours of work or their shifts, these must not be changed without 24 hours' notice to the employees concerned.

### *Administration*

An amendment provides for an increase in the personnel of the Board of Industrial Relations by the addition, on appointment by the Minister of Industries and Labour, of a chief executive officer, a secretary, and other officers which the Board may require.

The section was clarified which allows the Board to arbitrate between employers and employees in any case where in its opinion there has been a violation of any provision of the Hours, Minimum Wages, Labour Welfare or Industrial Standards sections of the Act, or of any order, regulation or schedule made under these sections. It is now made clear that this provision does not apply to the Conciliation and Arbitration section (Part V) of the Act.

A minor amendment makes it clear that the Board or its chairman or an inspector may require an employer to produce as well as keep correct statements respecting wages and hours and conditions of employment.

It is now stipulated that employers who fail to keep the employment records which the Act requires will be guilty of an offence. A fine on summary conviction of not less than \$25 and costs and not more than \$500 and costs, or in default of payment imprisonment from 30 to 120 days, is provided for an employer who falsifies wages and hours records or gives misleading information to the Board respecting conditions of labour.

#### *Hours of Work*

Only minor amendments were made in the Hours of Work section (Part I). As before, the employer is required to notify his employees of the hours at which work begins and ends, or the hours at which each shift begins and ends by posting notices in conspicuous places or by some other method approved by the Board. It is now provided that when the employee has been notified, the hours must not be changed unless at least 24 hours' notice is given to the employee.

A further amendment exempts employers from the necessity of recording the hours of work and wages of persons employed in a confidential capacity or holding managerial or supervisory positions. These persons are not covered by the hours provisions of the Act.

#### *Minimum Wages*

An amendment to the section which permits the Board to grant a permit authorizing payment of wages less than the minimum to handicapped employees, empowers the Board to issue such permits only on the written request of any such employee.

As previously, an employee who is paid less than the minimum wage may recover from his employer, in a civil action, the difference between the amount paid and the amount of the minimum wage, with costs of the action. However, he is no longer required to give written notice to

his employer within six months of leaving his employment of his intention to bring action, or if he does not leave, within six months of the making of a minimum wage order affecting him or within six months of his entry into the employment, whichever event is later. The employee must, however, still bring action within 12 months from the date on which the cause of action first accrued.

#### *Labour Welfare*

An amendment to the section which forbids the employment of a child under 15 in or about a factory, shop or office building prohibits the employment of a child under 15 in any other employment without the consent of the Board.

The Board is given power to prohibit the employment of a woman on night shifts for two months after childbirth as well as during the whole period of her pregnancy, as before. The Board also has power to prohibit the employment of women on day shifts for six weeks before and two months after childbirth.

Employers of over 50 workers may be required to employ a qualified first-aid attendant and, by an amendment, this requirement may also be imposed on an employer who operates an industry in an isolated area where less than 50 employees are engaged.

#### *Holidays with Pay*

It is now provided that, for the purpose of computing holidays with pay where a business is sold, leased or transferred, the employment of the employee will be deemed to have been continuous and uninterrupted by the transfer to new ownership or control. A penalty of from \$10 to \$500, with costs, is provided for violation of an order of the Board requiring employers to grant holidays with pay. In addition to the fine, the convicting magistrate has authority to order the employer to give his employee the holidays with pay to which he is entitled within the time fixed by the court or, if the employee has left his employ, to pay to the employee or to the court the money due in lieu of holidays with pay. In default of payment of the fine or compliance with an order, the employer is liable on summary conviction to imprisonment for a term of from 10 to 90 days.

#### *Industrial Standards*

Holidays with pay are now included among the subjects to be negotiated at a conference of representatives of employers and employees in an industry and in the terms of the industrial standards schedule drawn up by such a conference, provided

that the vacation-with-pay plan is not less favourable to employees than the holidays-with-pay provision set out in the Orders of the Board.

A schedule may be declared in force by the Lieutenant-Governor in Council if it is agreed upon in writing by a proper representation of the *majority of* employers and employees. The italicized words are new. Employers or employees may now apply to have a schedule amended or rescinded after it has been in force for 10 months, instead of for 12 months as before. The revocation or amendment, however, will not be effective until after the expiry of 12 months from the date on which the schedule was declared in force.

### *Conciliation and Arbitration*

Several amendments were made to the definitions under this section chiefly to bring them into line with those in the federal Act. "Bargaining agent", which has been re-defined to strike out the reference to an organization or association of employees, now means a trade union that acts on behalf of employees in collective bargaining or as a party to a collective agreement with their employer. Excluded from the definition of "employee" are a manager or superintendent or any other person who, in the opinion of the Board, exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations, and members of the medical, dental, architectural, legal and engineering professions. The definition of "trade union" was amended to exclude an employer-dominated organization.

An application for certification of a bargaining agent will now be made directly to the Board to be dealt with instead of being submitted to the Minister who formerly referred it to the Board for inquiry and report. In addition to making inquiry as to whether or not the trade union has been elected by a majority of the employees entitled to vote, and whether the unit is appropriate for collective bargaining, the Board must inquire into other questions of fact which may be material in considering the application for certification of a bargaining agent. It is now stipulated that the Board itself is to be the authority to determine which other facts may be material. As previously, the Board must complete its inquiry within 21 days after it receives the application but it is now stated that the 21-day period is exclusive of statutory holidays.

The Board, instead of the Minister, is to certify the bargaining agent. As in the federal Act, no trade union or organization of employees may be certified, the admin-

istration, management or policy of which is, in the Board's opinion, dominated by an employer or influenced by an employer so that its fitness to represent employees for collective bargaining is impaired, and any agreement made between an employer and such a union is not to be recognized as a collective agreement for the purposes of the Act.

As before, a dispute may, on application of either party, be referred to a Conciliation Commissioner who is required to transmit his report to the Board (formerly to the Minister) within 14 days or such longer time as may be agreed to by all parties. The Conciliation Commissioner is given wider powers. The information which he is required to set out in the report is now specifically laid down and includes the matters on which the parties have agreed, and those on which they cannot agree, together with his recommendations on the matters in dispute and on the advisability of appointing a Board of Arbitration.

A different procedure is now set out in cases where a Conciliation Commissioner is unable to bring about any settlement or adjustment of the dispute. The Board must consider the Commissioner's report and *may* recommend to the Minister the appointment of a Board of Arbitration (which may as appropriately be called a Board of Conciliation). If, in the opinion of the Minister, a further endeavour should be made to bring about agreement between the parties, he may appoint a Board of Arbitration consisting of three arbitrators, one the nominee of the employer concerned, a second the nominee of the union and a chairman nominated jointly by the other two. The Act before amendment provided that, failing settlement by the Conciliation Commissioner, the Minister was automatically required to refer the dispute to a three-man Board of Arbitration.

Formerly, it was mandatory that the award of a Board of Arbitration be made retroactive to the date of the application for the appointment of a Conciliation Commissioner or for the intervention of the Minister. Now, however, the effective date of the award is left to the discretion of the Board of Arbitration.

The report of a Board of Arbitration is not binding. It merely contains recommendations for settlement which must be voted on by secret ballot of the employees directly affected and by the employers, respectively.

An amendment, however, adds new provisions, similar to those in the federal Act, which provide that if, before an award is made, the parties agree in writing to accept the Board's decision, the award will be



binding on the parties who must give effect to it without submitting it to a vote and must include the terms of the award in a collective agreement.

A new subsection permits the employer, during the time that a strike or lockout is prohibited, to give effect to a proposed change in wages or hours if he has the consent of the bargaining agent. A further section provides that where a dispute arises, the employer may not bring into effect a proposed change in wages, hours or conditions of employment except with the consent of the employees or of the bargaining agent, and strikes and lockouts are forbidden before application is made for conciliation services or for the intervention of the Minister. The requirement that the consent of the bargaining agent be obtained is new.

An amendment to the section which governs the procedure for taking a strike vote provides that no strike or lockout may occur until a vote has taken place under the supervision of the Board and a majority of the employees *entitled to vote* have voted in favour of a strike. Formerly, this section was worded to require a majority of the employees *affected* to have voted in favour of strike action.

An employer is now prohibited from depriving an employee of any pension rights or benefits to which he would otherwise be entitled by reason only of his participation in a legal strike or lockout or by reason only of dismissal contrary to the Act. This is similar to a provision in the federal Act.

Where a business or part of it is sold, leased or transferred, the new owner or manager will be bound by all proceedings relating to collective bargaining, conciliation and arbitration under the Act. If a bargaining agent was certified, the certification will remain in effect and if a collective agreement was in force it will continue to bind the purchaser as if it had been signed by him. No changes may be made in the agreement during its term without the approval of the Board. This provision is similar to one in the British Columbia, Manitoba and Saskatchewan statutes.

Another new section, similar to one in the British Columbia Industrial Conciliation and Arbitration Act, provides that an extra-provincial company whose board of directors does not meet in the Province must appoint a person resident in the Province to bargain collectively with the certified bargaining agent and to conclude and sign a collective agreement on its behalf or it will be guilty of an offence. The collective agreement will be binding on the company.

The section forbidding trade unions or employees' organizations or their representatives to solicit union membership on the employer's premises without his consent "while the employees are on duty" was changed to read "while the employees are working".

Two new provisions are concerned with the check-off of union dues which is presently provided for in the Act. An employee must revoke a check-off in writing. At least once a month the employer is required to remit the dues deducted to the trade union, together with a written statement of the name of the employee and the amount of the deduction until such time as a revocation signed by the employee is delivered to the employer. The employer is required to send a copy of such revocation immediately to the trade union concerned.

### Security for Wages

Several amendments, effective from July 1, were made to the Industrial Wages Security Act which ensures the payment of wages to workers in mining and lumbering by requiring all operators in these two industries to furnish the Minister each year with security for the protection of the wages of employees in case the employer defaults. The Act provides that quarries, salt works, and drilling operations for natural gas, oil or salt may be brought within its scope by Order in Council (L.G., 1938, p. 632; 1942, p. 589).

Each employer is required, before beginning operations each year, to deposit with the Minister security for the payment of wages to his workmen for the next 12 months. Formerly, the security had to be given before June first each year but administrative difficulties arose because operation of some industries did not commence till after that date.

A further amendment requires an employer who has been ordered to cease operations because he has defaulted in the payment of wages to furnish security in an amount equal to twice the greatest amount paid by him for wages in one month during the 12-month period preceding the date of beginning the year's operations. In most other cases the security required is the greatest amount paid by the employer in one month during the previous year.

The definition of wages now inserted in the Act is the same as that in the Alberta Labour Act and includes any compensation for labour or services measured by time, by the amount of work performed, by piece work or otherwise.

Imprisonment for a term of from 30 days to six months may now be imposed for

continuing to operate a mine or lumbering industry after an order to cease operations has been issued, as an alternative penalty in default of payment of the fine of \$100 a day which the Act provides for this offence.

A minimum fine of \$100 has now been fixed in addition to the maximum of \$1,000 for an employer who fails to make to the Minister the annual statement of wages paid or any other returns required by the Act.

## Regulation of Quarries

Effective from July 1, a new Quarries Regulation Act provides for the regulation and inspection of quarries in the Province in the interest of safety of the workmen and of the public. The Act will not cover sand and gravel operations unless they are classified as quarries by a notice of the Director of Mines published in the *Alberta Gazette*.

The Act empowers the Lieutenant-Governor in Council to make regulations for the purpose of ensuring public protection and the safety of persons employed in or about a quarry, and governing the operation of quarries. Such regulations have been made (L.G., 1950, p. 1699).

Quarries inspectors and other employees required for the administration of the Act may be appointed by the Minister of Mines and Minerals. Inspectors must report to the Director regarding the condition of quarries and the observance of the regulations. The owner or manager must, on penalty of a fine, admit the inspector at any time, give him every reasonable aid, and answer all his inquiries relating to the operation of the quarry. The inspector must notify the manager in writing of any danger or defect in the quarry and require it to be remedied. He may require the withdrawal of the men from the quarry, in which case the owner must only permit repairmen to enter the quarry until the requirements of the notice are carried out to the inspector's satisfaction.

Within six months from the effective date of the Act every owner operating a quarry must apply to the Director for a permit to operate and no new quarrying operations may begin without a permit. The Minister may cancel or suspend a permit for cause after an inquiry has been made into any representation that the holder of a permit has failed to comply with the Act or regulations or an inspector's notice. He may renew or restore the permit on such conditions as he thinks fit. Before quarrying operations are abandoned, a notice of intention to abandon must be sent to the Director and his written consent obtained.

The Director must be informed in writing within 10 days of any change in ownership or supervision of a quarry.

Loss of life or serious injury must be reported immediately to the Director and a full report sent to him within 24 hours with any other information that the Director may require.

The Act provides for fines to be imposed on summary conviction on an owner or manager who defaults in carrying out a duty imposed by the Act, or fails to comply with an inspector's notice or on any person who contravenes a regulation. Not more than \$100 may be imposed for each offence, or in the case of a continuing offence, \$100 for the first day and not more than \$50 for each subsequent day during which the offence continues.

## Hospitalization

The Hospitalization of City Residents Act authorizes the council of any city to pass by-laws establishing a hospitalization scheme to provide standard ward accommodation to residents of the city at a cost to the patient of one dollar or less per day for each day that the patient is in hospital.

The money required to operate the scheme will be raised by the levy and collection of a mill rate or by a contract plan for hospitalization.

Any such by-law may be put into effect without a vote of the residents or of the electors.

An amendment to the Hospitals Act, effective from June 1, makes provision for the payment from provincial funds of hospitalization grants to municipalities which provide \$1-a-day hospitalization for their ratepayers and non-ratepayers. To be eligible for a grant the Board of a municipal hospital district must operate a hospital for its ratepayers or have made arrangements for the hospitalization of its ratepayers by means of an agreement with an approved hospital. The agreement must be approved by the Minister of Public Health.

No grant will be paid in respect of any ratepayer when hospitalization is provided under The Workmen's Compensation Act or any other legislation passed by the Province.

## Credit Unions

Effective from July 1, an amendment to the Credit Union Act provides for a simpler method of compelling a credit union to reorganize its affairs when they are being mismanaged. After the Supervisor of Credit Unions has made an inquiry he may, with the approval of the Minister of Industries and Labour, cancel the incorporation

of the credit union or notify it that it must reorganize its affairs within 90 days. After 90 days, if his notice has not been complied with, the Supervisor may cancel the incorporation of the credit union and appoint a liquidator. Formerly, the Supervisor, at the direction of the Minister, was required to call a general meeting of the members and following the meeting report to the Minister. The credit union is prohibited from disbursing money without the consent of the Supervisor after it has received a notice to reorganize its affairs.

## Old Age Pensions

An Act to amend the Old Age Pensions Act ratifies a new agreement made on June 24, 1949, between the Province and the Government of Canada for the payment of pensions. Under the new agreement, the maximum pension payable by the Province is increased from \$360 to \$480 a year. The increase is in accordance with an amendment to the Dominion Old Age Pension Act, effective May 1, 1949, which raised from \$30 to \$40 the basic monthly pension to which the Dominion Government contributes 75 per cent of the cost and the provinces the remaining 25 per cent together with administrative costs.

In 1949 the supplementary allowance payable to old age and blind pensioners was raised from \$7.50 to \$10 a month. A 1950 amendment to the Old Age Pensions (Supplementary Allowances) Act, however, makes it clear that the increased rate is payable only after March 31, 1950. This amendment is retroactive to June 1, 1949.

A motion carried on March 14 requested the federal Government to enact the neces-

sary legislation to enable old age pensioners to supplement their pension by total allowable earnings of \$240 a year in the case of single pensioners and \$480 a year for married pensioners.

## Loans to Municipalities

In accordance with a resolution adopted by the Legislature on March 9, an Act cited as the Self-Liquidating Projects Act was passed to authorize the Provincial Treasurer, with the approval of the Lieutenant-Governor in Council, to grant a loan to a municipality for such municipal self-liquidating projects as the construction, extension or improvement of a municipal water works system, gas plant, or electric light system.

The resolution mentioned above urged the federal Government, in view of the seriousness of the unemployment situation in various municipalities throughout Canada, to re-enact the Municipal Improvement Assistance Act of 1938 which was designed to alleviate unemployment and at the same time assist municipal development by providing low cost money to municipalities for self-liquidating construction projects. In addition, the Provincial Government was urged to give consideration to enacting legislation to grant further assistance to municipalities for self-liquidating projects.

## Rent Control

To come into effect on Proclamation, the Rental Control Act makes provision for the Government of Alberta to take over rent control for the Province. Under the Act a Rental Control Board may be set up.

## NOVA SCOTIA

No widespread changes were made in the labour laws of the Province by the 1950 session of the Nova Scotia Legislature which opened on March 21 and prorogued on May 6. The minimum weekly benefit provided for a totally disabled workman was increased by an amendment to the Workmen's Compensation Act. The Labour Act, which gives residents of the Province preference in employment, was renewed until May, 1951. Amendments were made to the Children's Protection Act, the Mines Act, the Scalpers' Act, the Vocational Education Act and the Motor Vehicles Act.

### Workmen's Compensation

An amendment to the Workmen's Compensation Act raises from \$15 a week to \$75 a month the minimum benefit payable

to a workman who is totally and permanently disabled. As before, the regular weekly rate of compensation in a total permanent disability case is two-thirds of the worker's average weekly earnings payable during his lifetime; the new \$75 rate being the minimum rate which he must receive. This is the second time in two years that the minimum rates for this type of disability have been raised; in 1949 they were raised from \$12.50 to \$15 weekly.

The increased minimum benefit is made retroactive to May 1, 1950. Although the new rate will apply to persons receiving compensation for injuries which they suffered at any time before May 1, they will not be able to claim payments at the increased rate retroactively to the date of the injury.



## Employment of Non-Residents

Preference in employment in the Province is given to Nova Scotia residents under the terms of the Nova Scotia Labour Act. The Act, which was first passed in 1933, is renewed annually and is now to be in effect until May 1, 1951.

Under the Act no person or corporation employing 25 or more persons may hire a worker who has not resided in the Province for at least a year, unless the worker produces a certificate from the government employment agent or clerk of the city, town or municipality where he is to be employed, stating that there are no unemployed residents available who would or could do the work. A fine of not more than \$500 may be imposed for a violation of the Act.

## Employment of Young Persons in Shops

A revision and consolidation was made in the Children's Protection Act, now renamed the Child Welfare Act. The sections of the former Act which made it an offence to employ boys under 14 and girls under 16 in shops for more than eight hours a day and four hours on Saturday have been omitted from the new Act. This provision has been in the statutes since 1909.

This amendment will come into force on proclamation.

## Inspection of Mines

The Mines Act was revised and consolidated. The new Act, like the 1941 Act which it replaces, provides for a mines inspection staff composed of a Chief Inspector and other inspectors and officers, to carry out inspections under the Coal Mines Regulation Act and the Metaliferous Mines and Quarries Regulation Act as well as under the Mines Act itself. The revised section now specifically provides for the appointment of an Electrical Inspector, an Assistant Electrical Inspector, a Mechanical Inspector, an Assistant Mechanical Inspector, a Chief Mining Engineer and one or more Mining Engineers, and sets out their respective duties.

## Licensing of Timber Scalers

An amendment was made to the Scalers' Act. This Act, which was passed in 1945 but has not yet been proclaimed in effect, provides for the examination and licensing of persons to scale and measure timber. A fee of \$3 has now been set for each candidate for examination for a scalers' licence

or for a waiver of examination. The amendment further provides that a surveyor of lumber or a measurer of cordwood who has been appointed by a city, town or municipal council is not required to be licensed as a scaler.

## Vocational Education

By an amendment to the Vocational Education Act, certain powers and duties of the Council of Public Instruction in respect to the establishment, maintenance and direction of schools and courses under the Act have been transferred to the Minister of Education. The Minister of Education is now empowered to establish night schools, miners' and apprenticeship schools, schools for vocational education teachers and to establish correspondence courses.

## Industrial Assistance

An amendment to the Industrial Assistance Act transfers the administration of the Act from the Minister of Industry and Publicity to the Minister of Trade and Industry. In addition to the power to make loans for the purpose of acquiring land, buildings, machinery, implements, plant or equipment for an industry, the Minister is now empowered to make loans or guarantee loans for the provision of working capital in any industry and he may include in the loan an amount sufficient to cover all or part of any existing debts or obligations of an industry. The loan to cover debts or obligations may not exceed one-half of the total amount of the loan.

## Motor Vehicles

The Motor Vehicle Act was amended to make it clear that no person under the age of 21 years may drive a motor vehicle while it is being used as a passenger-carrying vehicle for hire. The Act formerly implied that a person over 18 could drive a school-bus although the Act otherwise prohibited any person under 21 from driving a motor vehicle used as a passenger-carrying vehicle for hire.

## Mothers' Allowances

An amendment was made in the Mothers' Allowances Act to provide for a Director of Mothers' Allowances. Formerly, the Director of Child Welfare appointed under the Children's Protection Act filled this position. This amendment was proclaimed in force on June 12, 1950.

## PRINCE EDWARD ISLAND

The Prince Edward Island Legislature, which met on February 27 and was prorogued on March 30, broadened the scope of the Workmen's Compensation Act passed last year and strengthened the powers of the Workmen's Compensation Board in several respects. A new Mechanics' Lien Act was passed and a minor amendment was made to the Co-operative Association Act.

### Workmen's Compensation

The power of the Workmen's Compensation Board in taking accident prevention measures has been increased and the scope of the Act has been broadened by an amendment to the Workmen's Compensation Act.

The Act provides that the Board has the authority to inspect the premises of any employer within the scope of the Act to ascertain whether adequate safety appliances and safeguards are being used. The amendment now stipulates that where safety devices are, in the Board's opinion, necessary for the prevention of accidents or disease, the Board shall give notice to the employer ordering the installation and adoption of such devices within a fixed time.

Further, if the Board considers that an accident to a workman was due to the failure of the employer to comply with the regulations or the directions of the Board, the Board may now levy upon the employer a special contribution to the Accident Fund not exceeding one-half of the amount of compensation payable in respect of the injury.

Radio broadcasting stations and restaurants and any occupations incidental to these businesses have been added to the list of industries and occupations which the Act covers. Farming, fishing and domestic service remain the main exceptions from the application of the Act.

The Act now specifically excludes from its scope any child under 15 years of age. By the Prince Edward Island Minimum Age for Industrial Employment (International Labour Convention) Act of 1945, a child under 15 is prohibited from employment in any private industrial undertaking, or in any industrial undertaking carried on by the Provincial Government or by a municipal corporation.

The Board is empowered under the Act to determine all questions of compensation matters and, except in matters of its jurisdiction or questions of law from which appeals to the Supreme Court are allowed, the Board has final and conclusive juris-

diction. The amendment expressly adds to the list of questions of fact which the Board may determine, the question of whether personal injury or death has been caused by accident.

The amendment further provides that the assessments which the Board is empowered to levy upon and collect from employers are subject to revision by the Board as may be necessary to meet the claims payable from the Accident Fund. Previously, in the first year of operation of the Act, the assessments were based on the minimum table of rates established as of January 1, 1948, by the Workmen's Compensation Board of New Brunswick, and were subject to such revision as the Board deemed necessary.

The special powers given to the Board to invest the funds under the Act or borrow any sum have been made subject to approval of the Provincial Treasurer.

Under the Act, the minimum weekly compensation payable to a workman who is permanently and totally disabled by an accident is set at \$12.50 or the amount of his weekly earnings if less than that amount. The amendment now makes it clear that, in such a case, the Board may fix the compensation payment at \$12.50 weekly even though the worker's earnings are less than that amount.

### Mechanics' Lien

A new Mechanics' Lien Act was passed, repealing the former Act of 1938 and bringing the legislation more in line with similar laws in the other provinces.

The Act provides that any person performing work in respect of, or furnishing material to be used on an improvement, i.e. anything constructed, erected, built, placed, dug or drilled, shall have a lien for wages or for the price of work or materials supplied. Agreements by workmen to waive the provisions of the Act have no effect, nor has any device by the owner, contractor or sub-contractor to defeat the priority given by the Act to a labourer for his wages. Payments made to defeat or impair a lien shall be null and void for that purpose. Under the former Act, an express agreement could waive the right of a workman to a lien for such work.

Liens have priority over all judgments, attachments, garnishments, etc. issued or made after the lien arises, and liens for wages have, to the extent of 30 days' wages, priority over all other liens. No claim of lien for less than \$32 may be registered.

A sworn statement of claim of lien for wages and services may be registered in the

office of the Registrar of Deeds for the county in which the land is situated at any time during the 30 days after the doing of the last work for which wages and services are owing.

Other requirements of the Act are designed to ensure discharge of the lien. An owner, liable under a contract in connection with which a lien might arise, must deduct from any payments he makes under the contract an amount equal to 20 per cent of the value of the work done or material supplied, and must retain the amount for a period of 30 days after abandonment or completion of the contract. Where the value of the work and material supplied exceeds \$15,000 the amount to be retained is 15 instead of 20 per cent. Where a lienholder gives the owner written notice of his lien, stating under oath the amount claimed, the owner shall retain from the amount payable to the contractor under whom the lien is derived an amount stated in the notice in addition to the deduction specified above. This amount shall constitute a fund for the benefit of the lienholder who gives notice, and any payment made to a lienholder from this fund shall not disentitle him to claim for any balance remaining payable to him. If a lien has not been registered, payment of the amount required to be retained may be made after 30 days have

elapsed from the completion or abandonment of the contract. If a lien has been registered, payment may be made either after 30 days have elapsed from the completion or abandonment of the contract or, unless proceedings have commenced, on the expiration of two years from date of registry, whichever is the sooner.

Where property is destroyed wholly or partially by fire, any insurance money received by the owner or chargee shall take the place of the property and shall be subject to claims of lien.

A lienholder is entitled to enforce his lien notwithstanding the non-completion or abandonment of the contract by the contractor or sub-contractor under whom he claims provided that the owner shall not be made liable for a greater sum than the sum payable by the owner to the contractor.

Any lien may be enforced by action in the Supreme Court according to the ordinary procedure.

### **Co-operative Associations**

A minor amendment was made to the Co-operative Associations Act, consolidating the section concerning the incorporation of associations. The section now specifically includes associations of farmers and fishermen as well as dairy companies and associations as before.

## **Recent Regulations Under Provincial Legislation**

The regulations this month deal mainly with the safety and health of employees. In British Columbia revised Accident-prevention regulations have been issued by the Workmen's Compensation Board, and in Newfoundland there are new regulations for the sanitary control of food handling trades and of tourist establishments. Newfoundland has also issued Rules of Procedure for the Labour Relations Board.

### **British Columbia Female Minimum Wage Act**

Women licentiates in pharmacy are now excluded from Order 11 which requires rest periods to be given to all female employees in every industry, business, trade or occupation in the Province except farming, fruit picking and domestic service (L.G., 1949, p. 455). The exemption, which was made by Order 11A of October 6, gazetted October 12, became effective October 16.

### **British Columbia Workmen's Compensation Act**

#### ***Accident Prevention Rules***

Effective from September 1, 1950, new accident prevention regulations, issued by

the British Columbia Workmen's Compensation Board after public hearings, replace those of 1945 as amended (L.G., 1945, p. 1531; 1950, p. 1066).

Revised and consolidated, the regulations relate, as before, to all buildings and structures covered by the Act in or about which workmen are employed, and deal with lighting and ventilation, ladders, stairways, floors, etc., protective clothing and equipment, machinery and machine-guarding, welding, cranes and derricks, the use of explosives, construction, painting, window cleaning, saws, woodworking machinery, saw-mills, shingle-mills, logging, punch presses, foundries, storage batteries, electrical installations and equipment, laundries and grain elevators. The rules previously in effect have been more conveniently arranged, with more detailed provisions in some cases, and some entirely new sections have been added. The sections dealing with locomotive cranes and mechanical refrigeration have been deleted.

Accident prevention committees of from 4 to 12 members must now be set up wherever 20 or more workmen are employed instead of where 25 or more men are



employed, as before. Employers are now required to keep posted at all times in conspicuous places on the premises "Notice to Workmen" placards furnished by the Board and to have available for reference a copy of the Accident-prevention regulations.

The section on window cleaning has been revised to bring it more into line with the CSA Code of Practice for Window Cleaning (Z91-1949) and sections on the storage and transportation of explosives are similar to those in the explosives regulations under the Federal Explosives Act.

New sections of the regulations apply to safety belts, guards, metal working equipment, hoists and elevators, and the certification of blasters.

### *Safety Belts*

Safety belts must be worn by workmen when working more than 10 feet above grade if adequate working platform or stages cannot be provided; when entering bins, hoppers, chambers or vessels where there is danger of being overcome by air contamination or oxygen deficiency or of being trapped by the movement of material; when working where there is danger of falling into pits, shafts or moving machinery if the hazard cannot be otherwise guarded, and when working from ladders where both hands are required to perform the work. Workers must also be equipped with life-lines and have another workman stationed where he can readily effect a rescue where there is danger of being overcome by fumes or lack of oxygen, or of being buried by moving material. Detailed specifications are set out for the construction of safety belts and life-lines. Safety belts and life-lines need not be used by structural steel erectors whose work is of such a nature that their use would produce an additional hazard or where a safety net or other adequate protection has been provided.

### *Guards*

Machine guards must provide positive protection against contact with moving parts or prevent access to the danger zone during operation. They must be of substantial construction to resist normal wear and to absorb blows and shocks which may be encountered, and they must be hinged wherever possible to prevent their removal from the machine and to allow for quick servicing, oiling or adjustment. Provision must be made, where possible, for lubricating the machinery without removing the guard.

The section on miscellaneous power transmission equipment requires the contact

faces of all friction-drives to be guarded when necessary. The guards must be arranged to permit the application of lime or other dressing without removing the guards.

### *Metal Working Equipment*

New sections specify the types of guards required for metal working equipment. Splash guards must be provided to protect the operator and the working area from cutting or cooling fluids thrown from the work, and pipe-guards or other enclosures must be used to prevent contact with stock projecting from machine tools. Openings in shaper and planer beds must be filled in solidly or completely covered to eliminate shearing hazards. Railings must be installed at the farthest point of travel of the carriage or table of shapers and planers. The revolving table of vertical boring-mills must be protected by a sheet-metal or pipe-rail guard. Metal saws must, wherever possible, conform to guarding requirements of wood-cutting saws. Forming rolls must be guarded with a barrier in front of the rolls as close as possible to the rolls. An emergency control device must extend across the front of the rolls in such a position that it can be operated by anyone caught between the rolls.

### *Hoists and Elevators*

All elevating equipment used for carrying workmen must conform to the regulations governing the installation, operation and maintenance of elevators issued under the Factories Act, or as provided for in the Coal-mines Regulation Act and the Metal-liferous Mines Regulation Act. No workman must be allowed to ride on a material or construction hoist. Workmen are forbidden to ride on elevators when protective devices are inoperative during their construction or demolition. If work is performed from the cage or platform when it is suspended in the shaftway, it must be securely blocked and positively held in position. Regulations are made for guarding entrances to shaft hoistways, including installations of a temporary nature. The mechanism for raising and lowering the car or platform must include a brake capable of holding at rest the maximum load that may be carried, and specifications are set out for cables and fastenings. All controls for operating power hoisting machinery must be located outside of the shaftway. Notices stating that no one may ride on the equipment must be conspicuously displayed in or on the cage or platform and at each landing.

In the section on construction hoists, the regulations now require a specified signal

system to be installed at all landings and in the hoist-room to control the movement of the hoist platform or skip. The hoisting engineer must only operate the equipment on receipt of the signal.

#### *Certification of Blasters*

No person may conduct blasting operations including the preparing, fixing and firing of charges and the handling of misfires unless he holds a blaster's certificate issued by the Board. A candidate for a blaster's certificate must be over 21 years, have a satisfactory knowledge of English and forward to the Board a written statement from an employer certifying that he has had at least six months' experience at blasting or as a blaster's assistant and that by his character, knowledge and experience he is competent to handle explosives. Candidates must be examined for their knowledge of commercial explosives, blasting accessories, the use of safety-fuse, electrical blasting, the transportation and storage of explosives and blasting accessories, the safe use of explosives for general purposes and the Accident-prevention regulations concerning explosives. A certificate is granted for life or during good conduct but it may be endorsed with any limitation or qualification which the Board may determine and it may be suspended or revoked if the blaster is negligent or fails to comply with the regulations. It must be delivered to the employer on commencing employment, be produced for inspection purposes and returned to the employee on termination of his employment. If, at any time the employer believes the blaster to be guilty of a breach of the regulations, he may suspend the blaster from performing his duties and immediately report the suspension to the Board.

When a blasting accident occurs in which a person is injured or where there is an unusual occurrence involving explosives, the employer must immediately forward a report of the accident to the Board with the certificate of the blaster who was in charge of the operations. The Board is to determine whether the certificate should be returned or not, or any penalties imposed.

#### *Penalties*

Every person who contravenes any of the regulations is liable to a penalty of not more than fifty dollars. Since 1943 there had been no penalty provision in the Regulations.

### **Newfoundland Food and Drug Act**

General regulations under the 1950 Food and Drug Act were made on August 16, gazetted August 22. The Act requires, in

the public interest, the licensing and inspection of all places in the Province where food is prepared, handled, or sold (L.G., 1950, p. 2080).

Minimum sanitary standards are set out in the regulations with respect to lighting, ventilation, heating and screening of workrooms, water supply, toilets, garbage containers, etc., which must be observed by employers and workmen in all places where food is prepared, handled or sold. Special provisions relate to bakeries, breweries, ice houses, dairies, restaurants, movable shops, snack bars, and cold storage, meat packing, pasteurization and bottling plants.

The regulations apply to St. John's and a two-mile radius, Bell Island, Botwood, Stephenville, Placentia, Corner Brook and a five-mile radius, Channel-Port aux Basques and Fogo. They apply to places within a 15-mile radius of St. John's and Corner Brook with respect to establishments where milk, butter or cream is produced.

Workrooms must be provided with a sufficient number of chairs and benches for the use of workmen. Employees must be provided with a warm dry room for washing and dressing and proper storage space for their clothes.

In restaurants, snack bars, movable shops, dairies, meat packing plants and butcher shops employees must be provided with white washable outer garments. In restaurants and bakeries no personal clothing or private property may be taken into the workroom.

Suitable toilets, lavatories, wash basins, soap and towels must be provided for the use of employees in all food handling trades. In snack bars and movable shops facilities for personal washing, separate from those used for washing utensils, must be provided.

Spitting is forbidden in any premises, stall or vehicle where food is prepared, stored or served unless a sanitary receptacle is provided for the purpose. Smoking is prohibited in pasteurizing plants and bakeries.

No person may be employed in a pasteurization plant until he has undergone a medical examination, including a chest X-ray, and has received a medical certificate approved by the Chief Health Officer. Persons whose work brings them into contact with pasteurizing, processing and handling milk, or handling containers or equipment, must submit to such examinations as the Medical Officer of Health or the Department may require to ensure that they are free from any disease which could be spread by milk. If an operator of a pasteurization plant suspects that an employee is suffering from a disease he must notify the Medical Officer of

Health immediately. If the Chief Health Inspector has evidence that any person has failed to comply with these requirements he may direct the operator of the plant to see that the person is not employed in any work which might bring him into contact with handling milk. Every dairyman or milk purveyor supplying milk, cream or butter in any city, town or village must at once report to the Medical Officer of Health or to an inspector any case of contagious disease affecting himself, his family or his employees.

### Newfoundland Labour Relations Act

Rules to govern the procedure of the Newfoundland Labour Relations Board, as provided for in the new Labour Relations Act of 1950, were made on September 11, gazetted September 12.

The Rules, which are similar to the Rules of Procedure of the Canada Labour Relations Board (L.G., Jan., 1949, p. 57), relate to those matters which fall within the administrative jurisdiction of the Board, including applications for the granting of certification as bargaining agent, applications for the prescription of provisions for the final settlement of differences concerning the meaning or violation of collective agreements and complaints alleging failure to

bargain collectively which may be referred to the Board by the Minister.

### Newfoundland Tourist Establishments Act

General regulations under the above Act, made on September 11, gazetted September 12, prohibit the employment in a tourist establishment of any person suffering from a communicable disease or coming from a place where such a disease exists. If a communicable disease occurs in a tourist establishment the operator must immediately notify the medical health officer and take precautions to prevent the spread of the disease. Under direction of the health officer the operator must furnish temporary accommodation or isolation for a guest or employee who is suffering from a communicable disease until he can be safely removed to a suitable place.

The operator is also required to ensure that all persons in his establishment engaged in preparing, cooking or serving food are cleanly in their habits and that they wear washable clothing.

An inspector may make such examinations and inquiries as may be necessary to ensure that the operator is complying with the provisions of the Act and regulations. A qualified medical practitioner, a building, sanitary or fire inspector, or a police officer may accompany the inspector.

## Legal Decisions Affecting Labour

*The Supreme Court of Canada holds delegation of legislative powers contemplated in Nova Scotia Bill 136 to be unconstitutional. ¶The Quebec Court of King's Bench finds that the Unemployment Insurance Act permits charges to be laid within one year of the date on which the Commission has sufficient evidence to warrant proceedings. ¶The B.C. Supreme Court rules on picketing. ¶The Court of King's Bench in Saskatchewan quashes an order of the Labour Relations Board directing an employer to refrain from an unfair labour practice. ¶The Quebec Superior Court finds that a Council of Arbitration was properly appointed. ¶Quebec School Commissions are found to be subject to the provisions of the Labour Relations Act which prohibit discrimination in employment because of union activity.*

### **Delegation of legislative powers by a Provincial Legislature to Parliament or by Parliament to a Provincial Legislature held unconstitutional by Supreme Court of Canada.**

In a judgment given October 3, 1950, the Supreme Court of Canada unanimously agreed with the majority opinion of the Nova Scotia Supreme Court which on June 12, 1948, with one judge dissenting,

had held Bill 136, introduced at the 1947 session of the Nova Scotia Legislature, to be constitutionally invalid (L.G., 1948, p. 824).

Bill 136, entitled "An Act respecting the delegation of jurisdiction from the Parliament of Canada to the Legislature of Nova Scotia and *vice versa*" would give the Lieutenant-Governor in Council power to delegate to and withdraw from the Parliament of Canada authority to make laws in



relation to any matter relating to employment in any industry, work or undertaking where such matter is, by the BNA Act, exclusively within the jurisdiction of the provincial legislatures; any laws so made by the Parliament of Canada while the delegation is in force would have the same effect as if enacted by the Legislature. The Bill also provides that if the Parliament of Canada delegates to the Provincial Legislature power to make laws in relation to any matter relating to employment in any industry, work or undertaking where such matter is, by the BNA Act, exclusively within the jurisdiction of the Parliament of Canada, the Lieutenant-Governor in Council while the delegation is in force may, by proclamation, apply any or all of the provisions of a provincial Act to any such industry, work or undertaking.

The Bill also brings up the possibility of raising revenue for provincial purposes by means of indirect taxation through delegated power. If the Parliament of Canada were to delegate to the Provincial Legislature authority to raise revenue for provincial purposes by imposing a retail sales tax, the Lieutenant-Governor in Council may, according to the provisions of the Bill, impose a tax not exceeding three per cent of the retail price on any commodity to which the delegation extends.

The five judges of the Supreme Court of Canada gave their reasons for decision separately, all leading to the conclusion that the delegation of powers contemplated in Bill 136 is unconstitutional. The reasoning of all the judges followed the same general line: the Parliament of Canada and the Legislatures of the provinces can exercise only the legislative powers respectively given to them by Sections 91 and 92 of the BNA Act. There is no power given by these sections to delegate authority or to accept delegation. The word "exclusively" used in both sections "indicates a settled line of demarcation and it does not belong to either Parliament or the Legislatures to confer powers upon the other." That Parliament and the provincial legislatures have power to delegate some part of their legislative functions to a subordinate body such as a board or commission is not disputed, but this is a different matter from delegating authority to each other, as the latter would amount to a readjustment of the respective spheres of legislative authority.—*The Attorney General of Nova Scotia v. The Attorney General of Canada*, Supreme Court of Canada, October 3, 1950.

***Prosecutions for violations of the Unemployment Insurance Act may be commenced at any time within one year of the day the Commission has sufficient evidence to warrant proceedings.***

The Court of King's Bench at Montreal on May 31, 1950 reversed the judgment of the Superior Court at Terrebonne given February 9, 1950 and upholding the ruling of a magistrate's court which dismissed a charge brought by the Unemployment Insurance Commission against an insured workman. The workman by means of false statements had received two days' unemployment benefits (for July 30 and 31, 1948) to which he was not entitled. The magistrate dismissed the charge on the grounds that more than twelve months had elapsed before the charge was laid.

The Court of King's Bench noted that the Unemployment Insurance Act contains a provision which makes an exception from the common law rule as to the date from which the prescription of the right to prosecute begins. This provision is as follows:—

Proceedings for an offence under this Act or regulations made thereunder may be commenced at any time within twelve months from the day on which evidence, sufficient in the opinion of the Commission to justify prosecution for the offence, comes to its knowledge.

This is followed by another subsection which provides that a certificate issued by the Commission certifying as to the date on which the evidence came to the Commission's knowledge, shall be received as conclusive proof thereof. The Commission's certificate in this case stated that the date on which sufficient evidence to justify proceedings came to its knowledge was October 31, 1949. A charge could accordingly be properly laid within twelve months from that date. Proceedings were in fact started on December 5, 1949.

The workman was found guilty and fined \$15, and in default of payment within 15 days, was sentenced to eight days imprisonment.—*Guimont v. Boivin*, *Rapports Judiciaires de Quebec* [1950], B. R. Montreal, No. 7, p. 552.

***Court Interprets Union's Picketing Rights Under B.C. Trade-unions Act.***

On March 20, 1950, Chief Justice Farris of the Supreme Court of British Columbia dismissed with a warning to the defendants the application to commit two members of the Retail, Wholesale and department Store Union, Local No. 535 for contempt of Court for failing to observe an injunction against picketing of a Department

store in New Westminster. The injunction, granted on November 12, 1949, restrained and enjoined the union from watching and besetting the store premises, from causing a nuisance in the vicinity of the store, from attracting crowds, or from molesting, threatening or intimidating any person from patronizing the business of the store, but nothing in the injunction was to take away the rights of pickets as set out in Sections 3 and 4 of the Trade-unions Act.

The Chief Justice found that the two defendants had, in fact, violated the terms of the order, but that they had not intentionally done so; rather, they had misconceived their legal rights. In view of the plaintiff's statement that the object of the application to commit the two union men was not to punish them but to prevent a repetition of what had been done, and since the plaintiff had not asked for costs, His Lordship stated that he had dismissed the application with a warning to the defendants.

The plaintiff had based his application on the fact that the defendants had participated in the picketing of the plaintiff's store in disregard of the injunction, i.e. that they had exceeded their picketing rights under the Trade-unions Act. Section 3 of this Act reads as follows:—

No such trade-union or association shall be enjoined, nor shall any officer, member, agent, or servant of such trade-union or association or any other person be enjoined, nor shall it or its funds or any such officer, member, agent, servant, or other person be made liable in damages for communicating to any workman, artisan, labourer, employee or person facts respecting employment or hiring by or with any employer, producer, or consumer or distributor of the products of labour or the purchase of such products, or for persuading or endeavouring to persuade by fair or reasonable argument, without unlawful threats, intimidation, or other unlawful acts, such last-named workman, artisan, labourer, employee, or person, at the expiration of any existing contract, not to renew the same with or to refuse to become the employee or customer of any such employer, producer, consumer, or distributor of the products of labour.

With reference to this section, His Lordship continued:—

As I view Section 3 of the Act, labour is given the right to communicate the facts of the strike to the public and/or to the employees and to persuade the employees not to continue to work or the public not to buy and it only gives the right to do this to the extent necessary to communicate labour's side of the picture. It does not give labour, under the guise of this, a right to employ such a number of pickets (although they may appear to be good-natured) as would be unnecessary for the purpose and which

would have the effect of blocking traffic or making it difficult for any person to enter the store. Labour has the right, under this section, to place its case before employees and/or the public. Having done so, it is for the employees or the public, without interference, to judge for themselves as to whether they desire to do business with the employer against whom the strike has been instituted. The acts of the pickets in giving the information may be annoying to the employer but nevertheless this is labour's right and the employer must put up with it until such time as the pickets have exceeded the statutory authorization and/or become a nuisance, block traffic and otherwise interfere with the business of the employer.

The Chief Justice stated that it was impossible for him to define the number of pickets which would be permissible. In each case, it would depend on different factors.

To sum up, it would seem to me that any picketing is unlawful which would go beyond allowing the strikers or their friends in a reasonable manner, under all circumstances, to communicate to employees and/or the public the facts of the dispute between the parties and reasonably seek to convince the public of the justness of their case. . . .

In conclusion, His Lordship stated:—

In my view, the number of pickets employed in the small area in front of the store in question was such that it went beyond giving the strikers' side of the case. The number of pickets engaged and their method of procedure was such that, in my opinion, it could only have the effect of intimidating persons who might be going into the store, drawing crowds, blocking the store entrance and generally having the effect of destroying the business of the employer.

*Army and Navy Department Store (Western) Ltd. v. Retail, Wholesale and Department Store Union, Local No. 535, et al.* 2 DLR [1950], p. 850.

**Saskatchewan Labour Relations Board found to have acted without jurisdiction since in making an order it failed to follow its own rules and regulations.**

The Saskatchewan Court of King's Bench on July 4, 1950 quashed an order of the Labour Relations Board dated February 24, 1950 requiring the Regina Grey Nuns' Hospital to refrain from engaging in certain unfair labour practices with respect to 36 employees of the Hospital. The "unfair labour practice" was that the Hospital was retaining in its employ persons who were not members of the union certified as the bargaining agent. This action was taken on an application of the Regina Grey Nuns' Hospital Employees' Association (no affiliation) for a writ of *certiorari* to remove and quash the Board's order.



On October 18, 1945, Local 284 of the Building Service Employees' International Union was certified as the bargaining representative for the employees (with certain exceptions) of the Regina Grey Nuns' Hospital. Collective agreements were executed between Local 284 and the Hospital, the last one on March 24, 1949, effective for one year from March 1, 1949. The agreement contained a union security clause as provided in Section 25 of The Trade Union Act:—

Upon the request of a trade union representing a majority of employees in any appropriate bargaining unit, the following clauses shall be included in any collective bargaining agreement entered into between such trade union and the employer concerned, and, whether or not any collective bargaining agreement is for the time being in force, the said clause shall be effective and its terms shall be carried out by such employer with respect to such employees on and after the date of such trade union's request until such time as the employer is no longer required by or pursuant to this Act to bargain collectively with such trade union:

Every employee who is now or hereafter becomes a member of the union shall maintain his membership in the union as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty days after the commencement of his employment, apply for and maintain membership in the union as a condition of his employment.

On February 22, 1950, the Labour Relations Board conducted a hearing on the application of the Regina Grey Nuns' Hospital Employees' Association (no affiliation) for certification as the bargaining representative to replace Local 284 of the Building Service Employees' Association which had been certified in 1945. On February 24 the Board issued an order directing that a representation vote be conducted by secret ballot during the last week of April, 1950. At the same hearing an application by Local 284 was heard for an order requiring the employer to refrain from engaging in unfair labour practices, in particular from violating Section 25 of the Trade Union Act respecting union security. The Board on February 24 issued an order requiring the employer forthwith to refrain from engaging in unfair labour practice in contravention of Section 25 of the Act with respect to 36 employees named in the order. These 36 employees were members of the Regina Grey Nuns' Hospital Employees' Association (no affiliation).

Mr. Justice Doiron in his reasons for decision dealt with the objection of counsel for Local 284 that the Employees' Association had no status in law and accord-

ingly no right to bring a suit before the court. He stated that a trade union may sue or be sued in representative actions and that the Employees' Association was given corporate recognition by the Board when the Board made the order directing the vote, since the Board must have found that it was a labour organization within the meaning of the Act.

He then made reference to the power of the Board to make regulations as found in Section 13 (1) of The Trade Union Act, 1944. Under this authority, the Board issued rules and regulations which were published in the *Saskatchewan Gazette*, August 15, 1947. Regulation 7 reads as follows:—

Upon the filing of any application referred to in any of the foregoing clauses, the secretary shall make every reasonable effort to determine the names of all persons, trade unions and labour organizations having a direct interest in the matter in respect of which the application is made, and shall, with reasonable dispatch, forward a copy of the application to every such person, trade union and labour organization.

No such copy of the application was forwarded either to the Employees' Association or to the 36 persons named, although the Board must have known, His Lordship said, that they had "a direct interest in the matter". He concluded:—

The Regina Grey Nuns' Hospital may have been guilty of an infraction of Section 25 of the Act but I am not concerned with making a finding in that regard. The question before me is whether the procedure was such as to give the Board jurisdiction to hear the application and make the order, and I find the Board acted without jurisdiction and beyond the powers conferred on it under the Act, by neglecting to follow its own rules and regulations.

*Regina Grey Nuns' Hospital Employees' Association v. Labour Relations Board, et al* [1950], 2 WWR, p. 659.

### **Council of Arbitration appointed under Quebec Trade Disputes Act held to be properly constituted.**

The Superior Court of Quebec on March 21, 1950 dismissed a petition from a textile company for a writ of prohibition ordering a Council of Arbitration to cease and suspend all proceedings in a dispute between the Company and *l'Union des Employés de vêtement de Sherbrooke*.

The case arose out of difficulties encountered in the dispute between the company and the union. The efforts of the conciliation officer to effect a settlement were unsuccessful and consequently on June 9, 1949, the Conciliation and Arbitration



Service directed both the company and the union to name their appointee to the Council of Arbitration. On June 20, 1949 the union named its appointee. The company failed to make any recommendation and accordingly on July 25, 1949 the Minister of Labour named the arbitrator for the employer. The chairman was chosen by these two members and appointed by the Minister on August 1, 1949.

The Court pointed out that a writ of prohibition may be issued when a lower court exceeds its jurisdiction. The company based its petition on the argument that the chairman was not properly a member of the Council of Arbitration, charging him with incompetency and partiality.

After reviewing Section 18 of the Quebec Trade Disputes Act, which governs the appointment of councils of arbitration, the Court concluded that the chairman "was duly appointed strictly pursuant to the Quebec Trade Disputes Act and particularly under the provisions of Section 18 (2) of the said Act". It found also that there was no evidence adduced to support the contention of incompetency and partiality on the part of the chairman.

The Court further held that "the Council of Arbitration emanates from the Crown through appointment by the Minister of Labour under the said Act, and the Attorney-General may on behalf of the Crown intervene to defend such appointment".

The petition for a writ of prohibition was dismissed, with costs against the petitioner. —*Classton Mills Limited v. Council of Arbitration and others and Hon. A. Barrette, Mis en cause and Attorney-General of the Province of Quebec, intervenant*. Rapports Judiciaires de Québec [1950], C. S. Montreal, Nos. 5 et 6, p. 281.

[The Council of Arbitration gave its decision on the points at issue on April 25, 1950.]

### ***Non-discrimination provisions of Quebec Labour Relations Act held to apply to School Commissions.***

Mr. Justice Pettigrew in the Court of the Sessions of the Peace at Quebec on March 30, 1950, dismissed a motion of the Lauzon School Commission to quash a charge brought against the Commission by a teacher who alleged that the Commission, in contravention of the Quebec Labour Relations Act, had refused to employ her because of her participation in union activities.

The motion was brought on the grounds of default in procedure and of the inapplicability of the Quebec Labour Relations Act.

The first objection was that the authorization for prosecution issued by the Labour Relations Board was not in due form and did not meet the requirements of the law as set out in Section 49 of the Labour Relations Act. The attorney for the defence submitted that the declaration did not contain the essential details for the issuing of a legal authorization. The Court found that the assent showed that the Labour Relations Board had sufficient knowledge of the facts to allow the proceedings.

The defence also submitted that Section 21 of the Labour Relations Act did not apply to school commissions. The Education Act, Section 232, provides that school commissioners after they have decided, by a resolution at a regular meeting, not to retain the services of a teacher, must give to that teacher a written notice to that effect before the 1st of June preceding the expiry of his services and that the commissioners are not obliged to give the reasons for their decision. The attorney for the defence held that because of this section of the Education Act, Section 21 of the Labour Relations Act did not apply.

In dealing with this argument, Mr. Justice Pettigrew pointed out that Section 3 of the Public Services Employees Disputes Act provides that the Labour Relations Act applies to public services "but subject to the modifications herein-after indicated". The modifications referred to concern only the procedure of arbitration, the execution of the award, the length of time it will be in effect, the prohibition of strikes, etc.

In no way do they debar employers from the defence of actions forbidden by Section 21 of the Labour Relations Act. No employer may refuse, states Section 21, to hire a person because of his membership in an association, and no threat of dismissal, intimidation, or imposition of any penalty may be resorted to, to prevent an employee from being or becoming a member of an association. An employer may however suspend, dismiss or discharge an employee for a sufficient cause and the burden of the proof will lie upon him. A school commission sued on the grounds of the preceding section will be found guilty only if the proof accumulated against it leaves no doubt in the judge's mind.

It was also pleaded that Section 21 was inapplicable because federal legislation dealt, in Section 502A of the Criminal Code,

with an identical offence. Mr. Justice Pettigrew held that there was no repugnancy between these sections, and that there was no question of the Labour Relations Act being *ultra vires*. When the federal Parliament enacted Section 502A, it did not undertake "to treat the whole

subject *de novo*, and so to make *tabula rasa* of the pre-existing law".

The motion of the defendant was rejected as a whole.—*Couture v. Commissaires d'Ecoles pour la Municipalité de Lauzon. Rapports Judiciaires de Québec* [1950], C.S. Montreal, Nos. 5 et 6, p. 201.

## Annual Report of the Nova Scotia Department of Labour, 1949

*An increase in the activities of the Conciliation Branch and of the Factory Inspection Branch is noted in the Annual Report of the Nova Scotia Department of Labour for 1949. Harmonious labour relations prevailed during the year. A decrease in the number of industrial accidents is reported.*

The Annual Report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1949, states that the index number of reported employment for November 1, 1949 was 122·8, a slight decline from 123·7 for the same date in the preceding year. Employment in manufacturing fell off more than the general index, the Report notes.

The total payroll for establishments from which reports were obtained increased more rapidly than the number of employees. Per capita weekly earnings increased during the year from \$37.05 on November 1, 1948 to \$38.38 on the same date in 1949.

### Changes in Legislation

One new labour law was passed in Nova Scotia in 1949 and three others were amended. A new Steam Boiler and Pressure Vessel Inspection Act which covers pressure vessels as well as steam boilers replaced the Steam Boiler Inspection Act. Except for its wider application and a few minor changes, the new Act is similar to the former one.

The Trade Union Act was amended during the year to make it compulsory for a trade union coming within the definition of the Act to have a written constitution setting forth its objects and purposes and defining conditions of membership. Another amendment provided that when a vote is taken to determine whether a trade union shall represent a unit of employees for bargaining purposes, the Board must be satisfied that not less than 60 per cent of the employees have voted and that a majority of the votes cast is in favour of the trade union. Previously a majority of all the employees within a unit was required before certification would be granted.

Another amendment makes it clear that the Labour Relations Board is now required to revoke a certification only upon application being made for revocation of such certification or on an application by another trade union for certification as bargaining agent for the same unit, if the Board considers that the trade union no longer represents a majority of the employees in the unit. Changes were also made in the provisions regarding check-off votes.

By amendments to the Workmen's Compensation Act, effective from May 1, 1949, benefits to dependent children under 16 in fatal cases were increased from \$10 to \$12.50 a month. The minimum weekly payments to workmen in cases of total permanent disability were increased from \$12.50 to \$15. The maximum average earnings on which compensation is reckoned were raised from \$2,000 to \$2,500.

By an amendment to the Apprenticeship Act the minimum time for which an apprenticeship contract can be made was increased from 2,000 to 4,000 hours. The section of the Act dealing with the scope of the regulations was rewritten and amplified.

The Nova Scotia Labour Act, first passed in 1933, was re-enacted for another year.

### Labour Relations

During the year ending November 30, 1949, the Labour Relations Board of Nova Scotia received 27 applications under the Trade Union Act, a decrease of 23 from the previous year. Certifications as bargaining agent were granted in 23 cases, three applications were rejected and one application for the revocation of certification was granted.

"Requests for the services of a Conciliation Officer under the Trade Union Act increased greatly during the year both in negotiating collective agreements and in adjusting disputes which arose during the term of an agreement", the Report states. Of the 33 requests for conciliation services, collective bargaining agreements were secured in 30 cases through the efforts of the Department of Labour and agreement was reached in two disputes by means of Conciliation Boards. At the end of the fiscal year one case had not been settled.

During the year 1948-1949 there were 10 strikes in Nova Scotia, a decrease of 5 from the previous year. These resulted in an estimated time loss of 17,124 man working days. The industries affected by these work stoppages were transportation, construction, mining and manufacturing. The seamen's strike was the only major tie-up during the year.

### **Industrial Standards**

Increased activity during the past year with respect to the Industrial Standards Act was due mainly to the fact that a large building program was under way in Halifax, Sydney and Dartmouth. Schedules of rates of pay and hours of work were posted on 183 jobs as compared with 103 in 1948. Twenty-six violations of the Act were recorded, fourteen more than in the previous year. At the end of the year twenty-three of the violations had been investigated and settled and one case was still pending. During 1949 nine schedules of wages and hours of labour were approved.

### **Factory and Boiler Inspection**

"During the past year there has been considerable expansion in the activities of the Factories Inspection Branch of the Department. The number of factories, accident investigations and special visits to

the different plants throughout the province has increased over one hundred per cent", the Report notes.

The Branch made over 1,039 first, second and special investigations and inspections during the year, covering approximately 30,000 workers. As a result, 626 violations of the Nova Scotia Factories Act and the Industrial Standards Act were ordered corrected.

A total of 810 accidents was reported, as compared with 923 in 1948. Four were fatal accidents, a decrease of five from the previous year.

One boiler explosion occurred during the year resulting in the death of two employees and injury to a third. The boiler had been operated contrary to the Boiler Inspection Act and Regulations. It had never been reported to the Branch, was not insured against explosion and had therefore never been inspected.

### **Apprenticeship**

At the close of the fiscal year there were 362 apprentices registered for apprenticeship training. During the year 70 apprentices attained journeyman status which is the largest graduation in the history of apprenticeship in Nova Scotia, and 34 final apprenticeship certificates were issued. The Report states that most of the ex-service apprentices have completed their time and the emphasis is now on young civilians.

In addition to the apprenticeship training courses organized within the Province, an active pre-employment apprenticeship training program is being conducted, the cost of which is shared equally between the Provincial and the Dominion Government. During the year five groups successfully completed a seven months' course in Vocational Training Centres at Halifax and North Sydney. These courses were in the motor vehicle repair, electrical construction, bricklaying, carpentry and plastering trades.

## **Annual Report of the Ontario Department of Labour, 1949**

The thirtieth annual report of the Department of Labour of the Province of Ontario for the year ending March 31, 1949, states that the year has been one of increasing activity in the Department, reflecting the continuous progress of business and industry in the Province. A greatly increased number of disputes were referred to the Conciliation Branch for settlement. Construction of premises for business and industry reached a new

peak, and fewer industrial accidents were reported.

### **Factory Inspection Branch**

#### *Inspection*

Further progress was made during the year in increasing the factory inspection staffs and revising the inspection districts.

A total of 28,818 inspections was carried out in industrial and commercial establish-



ments during the year, 1,159 more than during the previous year. In addition, 3,826 investigations were carried out for other branches of the Department.

In connection with their duties under the Factory, Shop and Office Building Act of assisting with the enforcement of certain other protective legislation, the inspectors reported 816 violations of the Minimum Wage Act, 95 violations of the Operating Engineers Act and 31 violations of the Adolescent School Attendance Act.

Of the 106 complaints of violations of the Factory, Shop and Office Building Act, the principal offences were in connection with fumes and dust, sanitation, heat and light, excess hours and child labour. Other complaints referred to elevators, fire hazards, home workers, machinery, overtime and double shifts.

#### *Industrial Accidents*

During the year 11,104 male and 703 female workers were reported injured while working on their employers' premises, representing a slight decrease from the previous year. In addition, 56 were fatally injured, a decrease of seven from the previous year.

Accidents occurred in the following industries:—

Paper products 1,236; metal trades 3,748; rubber products 390; textiles and clothing 508; foods and beverages 721; wood products 530; chemical products 168; transportation equipment 1,578; leather 138; non-metallic mineral products 363; electrical apparatus and supplies 574; trade 143; and 753 others in various industries.

In addition there were 262 accidents (29 of them fatal) not within the jurisdiction of the Factory, Shop and Office Building Act.

Of the 273 compensatable cases of industrial diseases reported, 245 were dermatitis, 20 were lead poisoning, 1 was undulant fever and 7 were silicosis.

During the year the Department, desiring to effect a closer check on safety factors in the electrical industry, sent two members of its staff to visit one of the plants of a large manufacturer in the United States.

The appointment of a second foundry inspector has enabled all foundries in the Province to be inspected at least twice during the year. Draft regulations for the control of dust and other hazards in the foundry industry were prepared for discussion with interested government bodies and the industry.

#### *Hours of Labour*

Of the 567,069 workers in industry reported on, the majority (292,862) were on

a working week of from 45 to 48 hours. While detailed statistics on the 5-day week are not available, Inspectors of the Branch report that most industries in the 40 to 44-hour group and many in the 45 to 48-hour group are on a 5-day week of 8 to 9 hours a day.

Permits allowing overtime work were issued to 449 firms during the calendar year 1948 as compared with 361 firms during 1947. It is felt that the prevailing shorter work-week is responsible for the increase in seasonal overtime. A total of 274 firms was permitted to employ youths and females on a 2-shift basis and 323 permits were granted to restaurant employees providing for the employment of women until 2 a.m.

#### *Child Labour*

Forty-six cases of child labour involving the employment of persons under 14 years of age were reported, a decrease of 15 from the previous year. Eight charges were laid against employers and convictions reported in five cases.

#### *Homework*

\* During the year, 515 permits were issued to firms authorizing them to give out work to be done in homes at rates of pay approved by the Industry and Labour Board. Homeworkers' permits were issued to 3,027 persons to undertake the work of manufacturing or assembling household articles or wearing apparel in their homes.

#### *Approval of Building Plans*

"For the third consecutive year, the number and value of approved construction projects exceeded previous maxima," the report states.

During the year, 1,324 plans for new buildings, or alterations to factories, shops and office buildings were approved at a construction cost of \$61,276,500 as compared to 1,250 plans at a cost of \$59,407,600 during the previous year.

The iron and steel industries were again first in the number and value of projects, with the food industries and transportation equipment industries expending the second and third largest amounts of money on building expansion.

Each grain elevator in the Province was inspected two or three times and standards of cleanliness, protective equipment and safe working habits were reported.

The replacement of open stairways by stairways enclosed with fire-resistant materials has been aggressively undertaken by the Branch during the year.

### Prosecutions

Fourteen charges for violation of the Factory, Shop and Office Building Act were laid against 11 employers for late employment of females without a permit, child labour, inadequate training and supervision of females working at machines and failure to submit building plans for approval. Convictions were registered in ten of the charges, one case was dismissed and one withdrawn.

### Board of Examiners of Operating Engineers

The Board issued 20,587 certificates, of which 20,251 were granted to operating engineers for the year 1948-49.

The Board received 1,163 applications for examination and 602 applications for re-examination. A total of 117 applications for examination were not accepted because they did not meet the requirements of the regulations.

The Branch Inspector made 649 inspection calls during the year to check violations of the Operating Engineers Act.

### Boiler Inspection

"As a result of industrial expansion continuing unabated during the fiscal year under review, there has been an appreciable increase in the number of new steam and refrigeration plant installations and extensions to existing plants throughout the Province". The report states that the slight decrease in the number of annual inspections recorded for the year is the result of the effort of the inspectorate to meet demands required by construction of new boilers and pressure vessels in the manufacturers' shops and the installation of new plants.

Certificates were issued as follows:—

	1948	1949
New boilers and unfired pressure vessels .....	2,845	3,522
Used boilers and unfired pressure vessels .....	805	933
Low pressure boilers accepted by affidavit .....	545	610
Pressure vessels accepted by affidavit .....	2,673	1,603
Boilers under 3 H.P. accepted by affidavit .....	87	94
Duplicate certificates .....	49	87
Total .....	7,004	6,849

The report also gives a summary of investigations of boiler explosions that took place throughout the Province during the period under review.

### Conciliation and Arbitration

The report points out that the Conciliation Branch handled conciliation matters referred to it under the Labour Relations Board Act, 1944, the Labour Relations Board Act, 1947 and the Labour Relations Act, 1948 which repealed the earlier legislation. During the year, 286 cases were dealt with by the Branch under collective bargaining legislation as compared with 228 cases during the previous year. Of these, 244 cases were referred to the Board by the Labour Relations Board and settlement was achieved in 133 cases and 111 were referred to conciliation boards appointed by the Minister. The total number of firms involved was 927 and the number of employees 90,647. Forty-two additional cases were referred directly to the Conciliation Branch without recourse to the Ontario Labour Relations Board and all were brought to a satisfactory conclusion.

Sixty cases of alleged discrimination or unfair labour practices were investigated. Of these, two cases were withdrawn, settlement was reached in 40, and, in the remaining 18, an Industrial Inquiry Commission was appointed to hear evidence under oath and to make recommendations pursuant to the regulations.

The report notes that requests for the service of the Branch in respect to taking plant votes have shown a marked decrease during the year. Only three votes were requested and held during the year involving a total of 733 employees.

Under the Industrial Standards Act, 48 conferences for drawing up schedules of wages, hours and days of labour were conducted during the year.

### Ontario Labour Relations Board

On April 16, 1948, the Legislature of Ontario enacted the Labour Relations Act, 1948, which provided for the making of regulations similar in form and effect to Part I of the Federal Industrial Relations and Disputes Investigation Act, 1948. The Act was proclaimed in force on December 9, 1948, and regulations were passed concurrently. Except for cases still pending, the Labour Relations Board Acts of 1944 and 1947 were then repealed.

Under these two Acts, 313 applications were filed for certification, 228 requests were made for the appointment of a conciliation officer, seven applications were for leave to initiate a prosecution, four applications were made for the establishment of a grievance procedure and two requests were submitted for the cancellation of collective agreements. Of these

requests, 183 applications for certification and three applications for leave to prosecute were granted. Two hundred requests were referred by the Board to the Minister for the appointment of a conciliation officer and the four applications for establishment of a grievance procedure and the two requests for cancellation of collective agreements were also granted.

During the period between December 9, 1948, when the Labour Relations Act, 1948, came into force, and March 31, 1949, 131 applications were considered. Of these 129 were requests for certification, one was a request for the cancellation of a collective agreement and one was concerned with the

revocation of certification. The latter case was still pending at the end of the fiscal year. Sixty-six of the applications for certification were granted as was the request for the cancellation of a collective agreement.

### Apprenticeship

The close of the year marked the end of job training for a large number of former members of the armed services. During the year 664 applications were approved by the Industry and Labour Board for apprenticeship in the building trades, 620 in the motor vehicle repair trade and 11 in the barbering trade.

## UNEMPLOYMENT INSURANCE

### Selected Decisions of Umpire Under the Unemployment Insurance Act

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

**Held that the claimant had shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 612 (September 7, 1950).**

#### MATERIAL FACTS OF CASE:

The claimant, married, 27 years of age, filed an initial application for benefit in Toronto, Ont., on January 19, 1950, stating that she had been employed as a book-keeper in Timmins, Ont., from March, 1946 to January 4, 1950, when she voluntarily left to join her husband in Toronto, where he was attending university.

The insurance officer disqualified her from the receipt of benefit for a period of six weeks for having voluntarily left her employment without just cause (Section 41 (1) of the Act).

The claimant appealed to a court of referees. The court after having heard the claimant unanimously reversed the decision of the insurance officer in a finding which reads:—

The facts appear to be that (the claimant) became married in November, 1949, but was unable to find living accommodation in Toronto until January, 1950 when she left her employment. Her husband is a fifth year dental student and although he formerly was a resident

of Timmins, we accept the evidence of the claimant that he does not intend to return there to live. It is our opinion that the husband has established his residence and domicile in Toronto and that in any event he has abandoned any previous domicile he may have had in Timmins. We are of the opinion that the statement of the Umpire in Case No. CU-B 45 "A wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile" is applicable and that there are no special circumstances in this case as in CU-B 45 to justify our disregarding this general principle.

From the decision of the court of referees, the insurance officer appealed to the Umpire, stating in part:—

The husband is a student attending University in Toronto and it is not considered that in so doing he has established "residence or domicile" within the meaning intended by the quotation referred to in CU-B 45. It is reasonable to assume that the husband is not earning any wages or if he is, it is unlikely that his earnings would be sufficient to cover his tuition fees, his own maintenance and the maintenance of his wife.



The claimant apparently had a permanent position in Timmins earning \$34 per week as a bookkeeper and in circumstances such as these it seems reasonable to assume that she was self-supporting and should therefore have had reasonable assurance of employment in the city of Toronto before voluntarily leaving her position in Timmins.

DECISION:

When dealing with the case of a married woman who has voluntarily left her employment in order to join her husband at his place of residence or domicile or with that of a married woman who refuses to accept employment outside of her own district due to her marital circumstances, one must bear in mind the basic principle that "a wife has a legal and moral obligation to live with her husband wherever he has established his residence or domicile."

In some cases, however, the circumstances are such that a too strict and rigid interpretation of that general principle would lead to abuses and defeat the purposes of the Unemployment Insurance Act. For instance in CU-B 45, the claimant had voluntarily left her employment in wartime in order to follow her husband who was in the armed forces and temporarily posted for duty at a distant point; in other cases which came before the Umpire, claimants had voluntarily left suitable employment in order to join their husband in small communities where they could not reasonably expect to find employment or had refused, after a lengthy period of unemployment, to accept work outside their husband's place of residence where there was no likelihood of employment for them. In all these cases it was found that the particular claimant had not shown just or good cause within the meaning of the Act.

In the present case, the claimant, a month or two after her marriage, was able to find living accommodation in Toronto where, as found by the court of referees—and I have no valid reason to differ on this question of fact—her husband had established his residence and domicile. In order to live with her husband in that large city, which, no doubt, could offer her fair opportunities of work, she therefore voluntarily left her employment as a bookkeeper in Timmins which is situated approximately 500 miles from Toronto. Under such circumstances, I agree with the court that a disregard of the general principle set forth above would not be justified.

I agree with the court of referees that the claimant has shown just cause within the meaning of Section 41 (1) of the Act and the appeal is dismissed.

***Held that the claimant had not shown just cause within the meaning of the Act for having voluntarily left her employment.—CU-B 492 (October 3, 1949).***

MATERIAL FACTS OF CASE:

The claimant married, 21 years of age, filed an initial application for benefit in Selkirk which is near Winnipeg, Manitoba, stating that she had been employed as a clerk-typist in Toronto from September 24, 1948 to February 28, 1949, when she left her employment voluntarily to move back to Winnipeg. The employer reported that she had left voluntarily because of pregnancy.

The insurance officer disqualified her from the receipt of benefit for a period of six weeks for having voluntarily left her employment without just cause. (Section 41 (1) of the Act.)

The claimant appealed to a court of referees and in support of her appeal produced the following certificates, the first from a doctor in Selkirk, the second from a doctor in Toronto:—

April 18, 1949.

This is to certify that Mrs. .... will be fit for clerical work until May 7, 1949.

April 26, 1949.

Mrs. .... was under my care in Toronto. I advised her to travel home to Winnipeg at the end of February that she might become settled properly before having her baby.

At the same time the insurance officer referred the question of availability to the court under the provisions of Section 55 of the Act. The court unanimously reversed the decision of the insurance officer by lifting the disqualification imposed under Section 41 (1) of the Act, but disqualified the claimant for an indefinite period on the ground that she was not available for work.

The insurance officer appealed to the Umpire from the decision of the court, which lifted the disqualification imposed under Section 41 (1) of the Act.

DECISION:

The question for me to decide is whether the claimant "has established just cause for voluntarily leaving her employment on February 28, 1949."

There can be no doubt that women who are in the claimant's condition are handicapped to a considerable extent in obtaining employment. It would seem therefore that when they have the opportunity of remaining in suitable employment, they should do so as long as possible.

In the present case, there is no evidence on file that the work that the claimant was performing was detrimental to her health. For personal reasons and to suit her own convenience, she chose to have her confinement take place in Winnipeg and so voluntarily left her employment in Toronto three and a half months before the expected date of childbirth. Subsequently, she filed a claim for benefit in Winnipeg. If the

claimant wished or desired to work, she should have adjusted her personal affairs accordingly and remained in the employment she had in Toronto.

My decision is that the claimant has not shown just cause for having voluntarily left her employment and she is disqualified from the receipt of benefit for a period of six weeks as from the date that this decision is communicated to her.

## Unemployment Insurance Statistics, September, 1950\*

The report issued monthly by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of September, 1950, initial and renewal claims for benefit filed at local offices of the Unemployment Insurance Commission amounted to 49,229. Compared with the previous month, when claims numbered 61,545, September showed a decline of about 20 per cent. In September, 1949, initial and renewal claims amounted to 51,935.

Ordinary claimants on the live unemployment register on the last working day of September totalled 79,263 (45,990 males and 33,273 females), as compared with 98,930 (64,378 males and 34,552 females) in August, and 83,525 (59,567 males and 23,958 females) in September of last year.

Of the 88,893 active claimants on the last day of the month, 65,982 or 74 per cent were registered for a period of seven days or more. In August 74,402 or 67 per cent of the 111,054 active claimants on the last day of the month were in this category.

A total of 63,959 initial and renewal claims were adjudicated during the month. Claims allowed numbered 50,946, while 13,013 claims were disallowed or disqualified. In addition, 3,518 revised claims were disqualified.

Claims disallowed totalled 5,345, due to insufficient contributions while in insurable employment. Among the chief reasons for claims disqualified were the following: "voluntarily left employment without just cause" 3,764 cases; "refused an offer of work and neglected an opportunity to work" 1,816 cases; and "not unemployed" 1,799 cases. In addition, 1,365 disqualifications were imposed on claimants who had lost their employment by reason of a stoppage of work due to a labour dispute.

(The dispute in question was the nationwide railway strike.)

There was a slight increase over August in the total of persons commencing the receipt of benefit on initial and renewal claims. Claimants who received initial payments of benefit during September totalled 32,401 compared with 30,628 in August, and 34,414 in September, 1949.

During the month of September \$3,843,797 were paid in respect of 1,633,140 compensated days of unemployment, compared with \$4,412,992 paid respecting 1,925,184 days in August, and \$3,671,773 for 1,611,461 days during September one year ago.

For the week of September 30 to October 6, 61,578 persons received \$812,841 for 352,188 days of proven unemployment, in comparison with 67,303 persons, \$886,221, 387,366 days for the week August 26-September 1, and 65,443 persons, \$848,957 and 372,196 days for the week September 10-16, 1949. The average duration of benefit for the week September 30-October 6 was 5.7 days, while for the week August 26-September 1 the average was 5.8. The average amounts of benefit paid during these respective weeks were \$13.20 and \$13.17.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during September 3,750,999 insurance books were issued to employees who had made contributions to the Unemployment Insurance Fund, at one time or another since April 1, 1950. This was an increase of 106,160 over the previous month.

As at the end of September there were 241,988 employers registered, an increase during the month of 1,711.

\* See Tables E-1 to E-7.

# Meeting of National Employment Committee

The National Employment Committee held its regular quarterly meeting in Edmonton, Alta., on October 2-4.

Established under authority of Section 90 of the Unemployment Insurance Act, the National Employment Committee is an advisory body to the Commission and co-ordinates the work of the five regional committees. Employer and worker and other interests are represented on the committee.

The most important items under discussion during the session were a report on seasonal employment and a brief reviewing present measures to deal with unemployment, with suggestions for further action. Because of the amount of material contained in these reports and the number of subjects covered, it was decided that subcommittees should be formed and subjects allotted to them for further study. The following topics were selected in order of importance.

1. The staffing of the NES—qualifications, adequacy and salaries paid, etc.;
2. Seasonal unemployment;
3. Training and re-training of workers;
4. Unemployment assistance;
5. Vocational guidance program in schools and its relationship to the NES;
6. Penetration by the National Employment Service into the Labour Market.

Considerable discussion arose out of the question as to "what was being done to help immigrants and to assist these immigrants in citizenship." The members expressed the opinion that it is essential that new immigrants learn one or other of the two official languages of Canada, in order that they may be more easily absorbed into the Canadian labour market, thereby establishing economic security, and may be able to appreciate the responsibilities and privileges of Canadian citizenship. A report on this question will be submitted at the next meeting of the committee.

A resolution instructed the secretary to prepare an analysis of existing apprenticeship regulations for presentation at the next meeting.

Resolutions submitted by Regional and Local Employment Committees considered by the meeting included such subjects as decentralization of industry, with particular reference to direction of rearmament projects to the Maritime Provinces, and uniform rates of pay for members of the Corps of Commissionaires. Another resolution requested that the attention of the Civil Service Commission be called to the practice of setting age limits in civil service competitions, while at the same time the Federal Government is urging employment in industry of the older worker.

National Employment Committee members in attendance were:—

Judge W. J. Lindal, of Winnipeg, Chairman, Mrs. G. D. Finlayson, Ottawa, National Council of Women, H. A. Chappell, Winnipeg, substituting for A. R. Mosher, Canadian Congress of Labour, A. J. Maure, Edmonton, substituting for J. B. White, Canadian Manufacturers' Association, R. A. Stewart, Almonte, Canadian Federation of Agriculture, Carl Berg, Edmonton, the Trades and Labour Congress, R. E. G. Davis, Ottawa, Canadian Welfare Council, Geo. S. Hougham, New Westminster, B.C., Canadian Retail Federation, A. L. Lott, Hamilton, Canadian Chamber of Commerce, T. D. Anderson, Ottawa, Canadian Legion, T. A. Fishbourne, Ottawa, Secretary.

The meeting was attended also by R. J. Tallon, Commissioner, UIC, W. K. Rutherford, Director of Employment Service, M. Taschereau, Information Branch, Department of Labour, and J. D. Forbes, Department of Labour.

The next meeting of the National Employment Committee will be held in Ottawa early in the new year.



# HOURS AND WORKING CONDITIONS IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949\*

*More than sixty per cent of the plant workers in the Chemical Products Industry were on a five-day week in 1949. One-third of the employees were normally working forty hours a week. Time and one-half was the general overtime rate except for work on statutory holidays, when double time was predominant. Most establishments reported an initial vacation with pay of one week after a year of employment; many reported giving a second or third week after longer periods of service. Almost all the employees were in plants which observed from six to ten statutory holidays, and most were paid for six to eight of these days when not worked. Written collective agreements covered fifty-six per cent of the workers in this industry.*

The Chemical Products Industry kept up with the general high level of industrial production in 1949. Preliminary reports<sup>1</sup> indicate that over 40,000 employees in 1,000 establishments produced \$595 millions worth of chemicals and allied products last year. The industry was concentrated largely in the provinces of Quebec and Ontario, with 37 per cent of the employees in Quebec and 52 per cent in Ontario. The aggregate payroll amounted to almost \$96 millions in 1949.

The annual survey of wages and working conditions in the Chemical Products Industry, October 1949, included some 329 establishments employing 25,083 plant workers. This represented about one-third of the plants and over 60 per cent of the total employees, both plant and office, in the industry. Forty-seven per cent of these plant employees were working in Ontario and about 40 per cent in Quebec (Table I). Less than one-fifth of the plant workers were women.

\* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates and certain conditions of work in their establishment during the last pay period preceding October 1, 1949.

Provincial legislation on working conditions may be obtained from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

<sup>1</sup> See "Chemicals and Allied Products, Preliminary Summary Statistics, 1949", Dominion Bureau of Statistics, Ottawa.

In the set of tables accompanying this article, detailed information on hours and working conditions is shown for each of the two major provinces, Quebec and Ontario, and for four of the main divisions of the industry: Acids, Alkalis and Salts; Medicinal and Pharmaceutical Preparations; Paints and Varnishes; and Soaps, Washing and Cleaning Compounds.

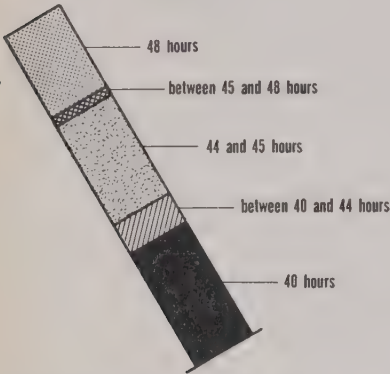
**The Normal Work Week.**—The distribution of plant workers by normal hours and days worked per week is given in Table IIa. The largest single group of workers, about one-third, was on a 40-hour week and the next largest group, one-quarter of the workers, was on a 48-hour week. A further 30 per cent of the plant employees in the industry were normally working 44 or 45 hours a week.

One-half of the workers in Quebec were on a 48-hour week in 1949, while an almost equal proportion in Ontario were reported on a 40-hour week. There was also considerable variation in the normal weekly hours between each of the four selected industries shown in Table IIa. The 48-hour week was predominant in the Acids, Alkalis and Salts Industry, the 45-hour week in the Paints and Varnishes Industry, and the 40-hour week in the remaining two industries.

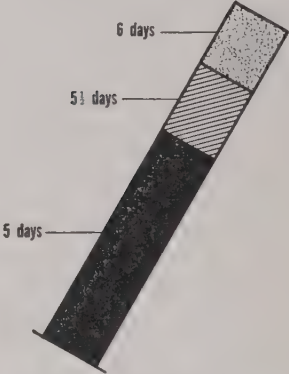
More than 60 per cent of the workers in the Chemical Products Industry were on a five-day week in 1949. The majority of these employees were normally working 40 hours a week, and all but two per cent were working from 40 to 45 hours. About 85 per cent of the workers in Ontario and

IN THE CHEMICAL PRODUCTS INDUSTRY . . .

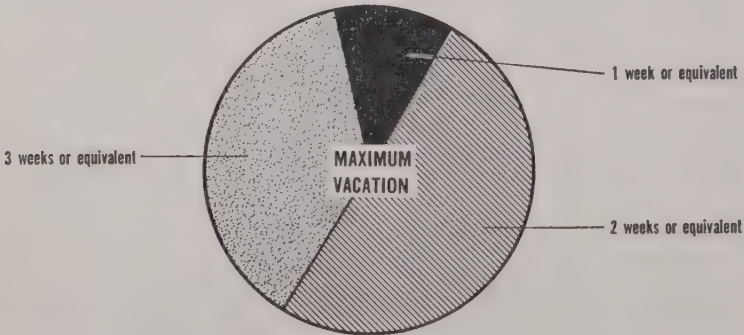
. . . one-third of the plant workers were on a 40-hour week . . .



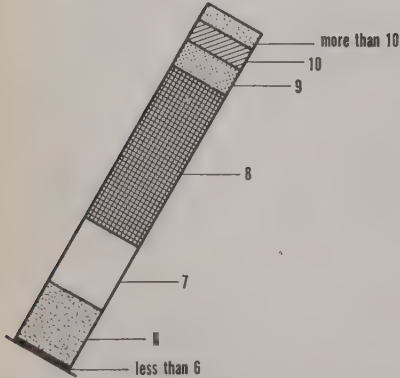
. . . and over 60 per cent were on a 5-day week in 1949.



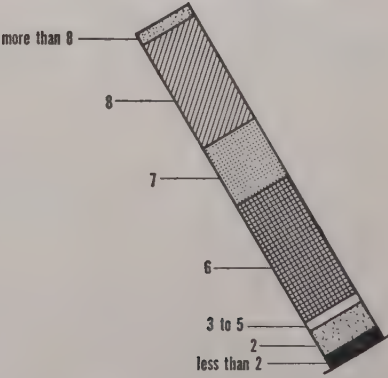
Initial vacations with pay, mainly one week after a year of employment, were usually increased after longer periods of service.



Almost all workers observed six to ten statutory holidays . . .



. . . and most were paid for six to eight when not worked.



42 per cent in Quebec were reported working five days a week. Over two-thirds of the workers in each of the selected industries shown, except the Acids, Alkalis and Salts Industry, were on a five-day week.

The distribution of establishments by normal weekly hours of male plant workers, Table IIb, is quite similar to the distribution of plant employees. Twenty-seven per cent of the plants were operating 40 hours a week, 24 per cent were operating 44 hours and 22 per cent, 48 hours. The five-day week was reported by 62 per cent of the establishments.

**Overtime Payment.**—Time and one-half was the common overtime rate for work after standard daily or weekly hours (Table III). Many establishments did not report an overtime payment policy for work on Sunday, but those which did generally reported a rate of time and one-half. Double time for work on this day was reported by establishments employing 28 per cent of the workers in the industry. In the Paints and Varnishes Industry, more than 60 per cent of the workers were in establishments which paid double time for work on Sunday.

Double time was the usual payment for work on statutory holidays. In a few cases, double time and one-half or triple time was reported paid to employees working on these Dominion, Provincial, Municipal or regularly observed religious holidays.

**Vacations with Pay.**—An initial vacation of one week with pay, or the equivalent, after a year or less of employment was reported by 265 establishments employing about 88 per cent of the workers (Table IV). The remainder of the workers were employed in establishments which gave an initial vacation of two weeks with pay, or an equivalent, generally after a year of service.

More than 80 per cent of the workers in the Chemical Products Industry were in establishments which increased the period of the annual paid vacation as the worker's term of employment continued. Just over one-half of these workers have their vacation periods increased to a maximum of two weeks, generally after two, three or five years, and all but a few of the remainder have theirs increased to three weeks, usually after 15 or 25 years. In the Paints and Varnishes and the Soaps, Washing and Cleaning Compounds Industries the majority of workers were employed in establishments giving a maximum vacation of three weeks with pay. Most of the plants which gave this maximum vacation of three weeks also reported giving an intermediate vacation period of two weeks.

**Statutory Holidays.**—All but five per cent of the workers were in establishments which observed from six to ten statutory holidays in 1949. Almost one-half of the employees were in plants which observed eight holidays (Table V). In Ontario, 90 per cent of the workers observed from six to eight statutory holidays, most of whom observed eight; and in Quebec, 85 per cent observed from seven to ten holidays, with the largest group observing seven.

The number of holidays observed, in this article, is the number of days when the establishment is not operating by reason of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

Payment for some or all of the statutory holidays when not worked is made to most of the workers. More than 80 per cent of the employees were paid for six to eight of the statutory holidays observed, and a further seven per cent were paid for two days. In Ontario, 54 per cent of the workers were paid for eight statutory holi-

**TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949**

	ALL CHEMICAL INDUS- TRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharma- ceutical Prepara- tions	Paints and Varnishes	Soaps, Washing and Cleaning Com- pounds	Quebec	Ontario
Number of Establishments...	329	22	65	40	26	117	162
Number of Plant Workers:							
Male.....	20,437	2,882	1,672	2,589	2,232	7,936	10,068
Female.....	4,646	37	1,757	341	862	2,357	2,134
Total.....	25,083	2,919	3,429	2,930	3,094	10,293	12,202



days. Two-thirds of the employees engaged in the manufacture of Soaps, Washing and Cleaning Compounds were also paid for eight holidays when not worked.

**Collective Agreements.**—All of the establishments in this survey of the Chemical Products Industry reported having written collective agreements with a union or other employee organization.

The terms of these contracts covered 56 per cent of the workers in the industry. The largest groups of workers were represented by the International Chemical Workers' Union (AFL-TLC) and the United Mine Workers of America (CCL). The Canadian and Catholic Confederation of Labour and the International Union of Mine, Mill and Smelter Workers also represented a large number of workers.

**TABLE IIa.—THE NORMAL WORK WEEK IN THE CHEMICAL PRODUCTS INDUSTRY, NUMBER OF PLANT WORKERS BY NORMAL WEEKLY HOURS, OCTOBER 1949**

Normal Weekly Hours by Days Worked per Week	ALL CHEMICAL INDUSTRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharmaceutical Preparations	Paints and Varnishes	Soaps, Washing and Cleaning Compounds	Quebec	Ontario
<i>5-Day Week</i>							
Under 40.....	51		50			50	1
40.....	8,212	3	2,336	613	1,732	1,699	5,934
Over 40 and under 44.....	1,167		219	532	150	281	649
44.....	2,835	716	144	409	122	902	1,885
Over 44 and under 45.....	44						44
45.....	2,783		15	1,075	73	1,241	1,542
Over 45.....	318		17	72		92	226
Total.....	15,410	719	2,781	2,701	2,077	4,265	10,281
<i>5½-Day Week</i>							
Under 44.....	1,308		102		5	79	37
44.....	1,635	146	424	184	59	610	818
Over 44 and under 48.....	209	10	57		23	176	21
48.....	1,758	149	9		857	1,619	139
Over 48.....	33		3			3	
Total.....	4,943	305	595	184	949	2,487	1,015
<i>6-Day Week</i>							
Under 48.....	449	41	16			257	166
48.....	4,249	1,841	37	40	63	3,279	727
Over 48.....	13	13					
Total.....	4,711	1,895	53	40	63	3,536	893
<i>All Establishments</i>							
Under 40.....	73	1	61			60	3
40.....	8,217	3	2,336	613	1,737	1,699	5,939
Over 40 and under 44.....	2,464		310	532	150	358	686
44.....	4,570	868	568	593	181	1,565	2,731
Over 44 and under 45.....	50						44
45.....	2,943	34	27	1,075	84	1,247	1,684
Over 45 and under 48.....	400	10	68		17	366	34
48.....	6,301	1,990	56	112	920	4,990	1,068
Over 48.....	46	13	3			3	
Total.....	25,064	2,919	3,429	2,925	3,089	10,288	12,189

NOTE: Information on the normal work week was not reported for 19 employees.

**TABLE IIb.—THE NORMAL WORK WEEK IN THE CHEMICAL PRODUCTS INDUSTRY,  
NUMBER OF ESTABLISHMENTS BY NORMAL WEEKLY HOURS OF MALE PLANT  
WORKERS, OCTOBER 1949**

Normal Weekly Hours by Days Worked per Week	ALL CHEMICAL INDUS- TRIES	Selected Industry Groups				Main Provinces	
		Acids, Alkalis and Salts	Medicinal and Pharma- ceutical Prepara- tions	Paints and Varnishes	Soaps, Washing and Cleaning Com- pounds	Quebec	Ontario
<i>5-Day Week</i>							
Under 40.....	2		2			2	
Over 40.....	89		32	9	9	25	56
Over 40 and under 44.....	23		7	7	1	4	14
Over 44.....	42	5	3	5	3	17	21
Over 44 and under 45.....	1						1
Over 45.....	32		1	12	3	11	21
Over 45.....	13		2	3		4	9
Total.....	202	5	47	36	16	63	122
<i>5½-Day Week</i>							
Under 44.....	6		3			1	3
Over 44.....	34	4	8	3	5	10	14
Over 44 and under 48.....	9	1	3		2	6	2
Over 48.....	17	2			2	13	4
Over 48.....	3		1			1	
Total.....	69	7	15	3	9	31	23
<i>6-Day Week</i>							
Under 48.....	11	2	1			5	3
Over 48.....	45	7	2	1	1	17	14
Over 48.....	1	1					
Total.....	57	10	3	1	1	22	17
<i>All Establishments</i>							
Under 40.....	3		3			2	1
Over 40.....	89		32	9	9	25	56
Over 40 and under 44.....	28		9	7	1	5	16
Over 44.....	80	10	11	8	8	28	36
Over 44 and under 45.....	2						1
Over 45.....	37	1	2	12	4	12	24
Over 45 and under 48.....	12	1	4		1	9	3
Over 48.....	73	9	3	4	3	34	25
Over 48.....	4	1	1			1	
Total.....	328	22	65	40	26	116	162

NOTE: Information on the normal work week was not reported by one establishment.

TABLE III.—OVERTIME PAYMENT IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	ALL CHEMICAL INDUSTRIES			Selected Industry Groups						Main Provinces						
				Acids, Alkalis and Salts		Medicinal and Pharmaceutical Preparations		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		Quebec		Ontario		
	Estab-lish-ments	Workers		Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	
Monday through Friday	(1)	182	18,743	18	2,780	27	1,995	29	2,543	14	2,782	69	7,495	88	9,010	
		8	225			2	53	1	58	2	10	2	99	3	106	
		62	1,394			22	598	4	71	5	176	18	418	37	880	
	Total	252	20,362	18	2,780	51	2,646	34	2,672	21	2,968	89	8,012	128	10,005	
Saturday	(1)	177	18,598	18	2,780	27	1,977	29	2,535	13	2,775	67	7,493	85	8,576	
		2	46											1	33	
		8	225			2	53	1	58	2	10	2	99	3	106	
		65	1,493			22	616	4	79	6	183	19	407	39	990	
	Total	252	20,362	18	2,780	51	2,646	34	2,672	21	2,968	89	8,012	128	10,005	
Only After Weekly Hours		73	4,579	4	139	13	757	6	258	5	126	27	2,216	31	2,120	
		4	142			1	26					1	65	3	77	
		77	4,721	4	139	14	783	6	258	5	126	28	2,281	34	2,197	
	Total															
Sunday		96	11,613	15	2,389	13	1,210	9	490	9	1,806	31	4,093	52	5,694	
		65	7,079	2	300	9	535	17	1,778	2	937	27	3,269	27	3,419	
		7	248			2	53	2	91	3	132	3	106	3	106	
		161	6,143	5	230	41	1,631	12	571	15	351	56	2,799	80	2,983	
	No information or no overtime policy															
Total	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202		
Statutory Holidays																
		43	2,111			14	595	1	31	5	51	14	748	26	1,293	
	Straight time	67	2,992	4	384	13	347	9	492	8	180	26	1,006	35	1,767	
	Time and one-half	(2)	144	15,699	13	1,494	15	1,306	23	2,020	8	2,186	68	7,292		
	Double time		16	750	2	39	3	442	3	232	1	651	8	2,292		
	Double time and one-half		2	124	2	66			1	104			4	526		
	Triple time		2	124					1	104			1	104		
	Other	10	1,183			2	36			6		3	1,052	4	105	
No information or no overtime policy	47	1,224	1	6	18	703	3	51	3	20	20	573	20	608		
Total																
	329	25,083	22	2,919	65	3,429	40	2,930	26	3,094	117	10,293	162	12,202		

(1) A rate of time and one-half for the first three or four hours then double time was paid by three establishments after standard daily hours Monday through Friday and by one establishment on Saturday.

(2) Twenty establishments paid double time for work on statutory holidays normally paid for if not worked and time and one-half for those not normally paid for if not worked.



TABLE IV.—VACATIONS WITH PAY IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	ALL CHEMICAL INDUSTRIES			Selected Industry Groups						Main Provinces			
				Acids, Alkalis and Salts		Medicinal and Pharmaceutical Preparations		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		Quebec	
	Estab-lish-ments	Workers		Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<b>INITIAL VACATION</b>													
One Week or Equivalent.....	265	22,098		17	2,430	52	2,973	35	2,351	21	3,064	100	9,583
One week after:													
No specified service.....	6	120				2	67					4	74
Less than 6 months.....	8	860				3	294	1	110			3	174
6 months.....	63	5,512				19	910	4	113			25	483
1 year.....	173	15,002				26	1,553	28	2,047	18	1,554	61	3,336
Other.....	10	446				2	149	2	81			4	5,589
2 per cent of earnings.....	3	169										1	153
3 day per month.....	2	189										2	274
4 day per month.....													101
Two Weeks or Equivalent.....	64	2,885				13	456	5	579	5	80	17	710
Two weeks after:													
No specified service.....	2	45				2	45					1	6
Less than 1 year.....	5	107				3	92					1	8
1 year.....	56	2,798				8	319	5	579	5	30	15	696
1 day per month.....	1	35											
Total.....	329	25,083		22	2,919	65	3,429	40	2,930	26	3,094	117	10,293
<b>MAXIMUM VACATION</b>													
Two Weeks or Equivalent.....	129	10,871		9	1,843	29	1,545	17	737	9	314	40	3,391
Two weeks after:													
1 year.....	30	1,184				14	640	1	58	1	29	11	492
2 years.....	24	3,245					565						684
3 years.....	23	3,293				1	21					9	620
5 years.....	41	2,523				1	42	4	133	2	75	8	1,352
Other.....	11	626				5	277	2	104	5	212	12	918
Three Weeks or Equivalent.....	100	9,405		9	966	14	1,249	19	1,968	9	2,683	43	4,079
Three weeks after:													
15 years.....	33	3,074				6	432	1	26			14	813
25 years.....	50	5,640				4	551	18	1,942	4	1,751	22	3,053
Other.....	17	691				4	276			3	53	7	233
Other Vacation Periods.....	15	183										2	35
No Increase for Longer Service.....	85	4,624				22	635						
One week or equivalent.....	42	2,827				7	179	1	26	8	117	32	2,788
Two weeks or equivalent.....	43	1,797				13	456	3	199	5	30	16	2,108
Total.....	329	25,083		22	2,919	65	3,429	40	2,930	26	3,094	117	10,293
												102	12,202
													5,638
												76	3,391
												17	492
												11	620
												13	1,352
												25	918
												10	582
												44	5,079
												17	813
												20	3,053
												7	233
												4	35
												38	2,788
												16	2,108
												21	680
													51
													1,480
													633
													847
													12,202

TABLE V.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	ALL CHEMICAL INDUSTRIES			Selected Industry Groups						Main Provinces			
	Acids, Alkalis and Salts			Medicinal and Pharmaceutical Preparations		Paints and Varnishes		Soaps, Washing and Cleaning Compounds		Quebec		Ontario	
	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Estab- lish- ments	Workers	Estab- lish- ments	Workers
None.....	1	22								1	22		
Less than 6.....	5	262						1	17	3	196	1	53
6.....	37	4,265	6	923	3	227	2	49	1	11	974	20	1,089
7.....	73	4,830	2	149	17	1,253	13	1,478	5	40	3,731	24	1,002
8.....	144	11,022	10	825	24	1,460	19	1,247	13	32	2,199	97	8,286
9.....	36	2,078	4	1,022	9	208	5	112	1	8	1,355	16	491
10.....	14	1,610			4	124	1	44	4	7	1,464	2	40
More than 10.....	16	931			7	140			1	12	289	2	631
No information reported.....	3	63			1	17				3	63		
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	117	10,293	162	12,202
Number of Statutory Holidays Paid For Although Not Worked													
None.....	35	746	1	13	3	79			3	13	277	10	260
1.....	4	188											
2.....	15	1,826	2	996	2	16	1	20		10	1,641	2	121
3 to 5.....	12	842	4	167	1	24	1	40		7	574	3	96
6.....	64	8,561	8	1,223	6	293	10	603	3	17	3,342	35	3,523
7.....	50	3,909	2	149	16	1,248	12	1,530	3	30	2,663	19	1,116
8.....	106	7,920	4	364	20	1,358	14	688	12	22	1,197	73	6,568
More than 8.....	36	832	1	7	15	408	2	49	5	12	367	14	306
No information reported.....	7	259			2	23				6	232	1	27
Total.....	329	25,083	22	2,919	65	3,429	40	2,930	26	117	10,293	162	12,202

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## EMPLOYMENT CONDITIONS DURING OCTOBER, 1950

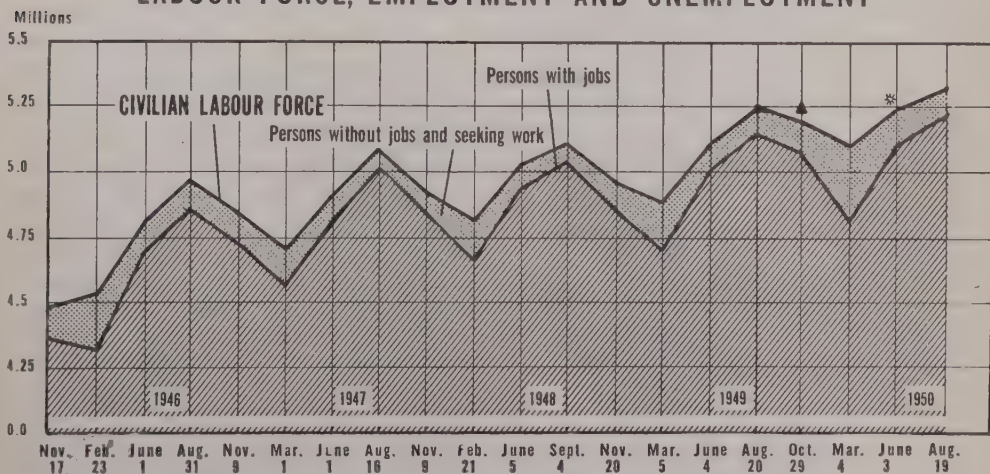
*Seasonal shifts of workers between primary industries combined with marked expansion of hirings in manufacturing resulted in an unusually active labour market during October. Harvesting had been completed for the most part and construction work was being speeded in order to finish outside jobs before cold weather began. Many of the workers thus engaged would then transfer to woods employment, where hiring was at record heights. In manufacturing, defence contracts and continuing high consumer demand were sustaining activity at almost unprecedented levels. Base metal mining has also expanded in response to defence needs.*

The employment situation during October was unusually favourable for many of those seeking work. On the other hand, from the employers' viewpoint, numerous labour shortages, especially in regard to skilled workers, were becoming apparent. Although the end of harvesting in most sections of the country and the tapering off of construction work brought hundreds of men to National Employment Service offices to register for other jobs, many of these were not suitable for the skilled work necessary in heavy manufacturing plants which required machinists, welders, and others with experience in the metal trades. A shortage of experienced miners was also apparent in base metal mining. Many of these unskilled seasonal workers, however,

were readily placed in logging jobs, where current demand exceeded the supply of workers, especially in Quebec and northern Ontario.

Nevertheless, the usual seasonal increase in jobless workers did occur. Total live applications at employment offices, for instance, increased from 133,000 to 142,000 during the month. Although such a rise was inevitable with the large labour turnover at this time, it was much less extensive and took place at a much slower rate than last year. Also in contrast to last year were the greater number of job opportunities this fall; unfilled vacancies at NES offices were 23,000 greater at the end of October, 1950, than at the same date in 1949.

### LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



▲ Newfoundland totals included for the first time at June 29, 1949.

\* Includes June 1949 figures for Manitoba. No labour force survey in Manitoba in June 1950 due to the flooding of the Red River.



## Regional Analysis

In **Newfoundland**, available workers were being absorbed rapidly during October. Applications for employment on hand at NES offices declined by 2,000 to a total of 3,500 by the end of the month, a situation markedly improved over last year when 4,000 more job-seekers were then registered. The heavy demand for woodworkers was perhaps the strongest factor contributing to this active labour market. By the end of the month, demand for pulp cutters still exceeded the supply in the Corner Brook area; in the Grand Falls area, although logging employment was beginning to level off slightly, the Anglo-Newfoundland Development Company was employing 2,000 more workers than at the same time last year. Employment at pulp and newsprint mills was continuing at high levels, as in construction, mining, fishing and transportation. Trade was also very active.

In the **Maritimes**, the number of applications for jobs on file at NES offices totalled the same at the month's end as at the beginning, namely 16,500. Such stability was largely the result of the slackening in agriculture, shipbuilding and fish processing being offset by extensive hiring for woods work. Although a steady demand for bush workers was maintained throughout most forest areas during October, shortages of manpower were not serious. The seasonal slackening of some types of construction and of farming was expected to result in an adequate supply of workers for logging. Activity in the construction industry as a whole showed little signs of abating, although hampered in some areas by material shortages. There were some seasonal lay-offs from fish processing plants. Coal mining employment throughout the region remained steadily high. Primary steel manufacturing was operating at a high level, but there were some temporary lay-offs from steel-using plants, and shipyards due to slow deliveries of materials for new contracts or lapses between contracts. Pulp and newsprint mills continued capacity operations, in some cases making the usual seasonal lay-offs but in others hiring additional help.

In the **Quebec** region, the 1,400 increase in job applications on file with the NES during October brought the month-end total to 44,100. This was 11 per cent below the comparable 1949 figure, although there had been a substantial increase in female job-seekers. As in the Maritimes, the strongest demand for workers came from logging companies. The usual influx of farmers into the woods at this time of

year was not nearly large enough to offset the shortages of woodworkers in several districts. As a result, some companies were falling behind in their cutting schedules.

Throughout the region, manufacturing industries generally were steadily active or were expanding output and employment. Seasonal reductions of employment in some industries were lighter than usual; there were a few temporary lay-offs due to delayed shipments of steel. Footwear and textile firms were resuming normal operation after some short-time; chemical manufacturing plants were hiring for stepped-up production to fill export orders. Mining activity and employment continued at high levels, with a steady demand for mining skills exceeding the supply in some areas.

Highlights of the employment situation in the **Ontario** region during October were the strengthening of production and employment in most manufacturing industries, continued record activity in all phases of construction and further increases in the demand for pulp cutters. As a result of these factors, the seasonal increase in registrations at NES offices in the region began several weeks later this year than last, and the rate of increase was considerably slower. By the end of October, applications on file totalled 37,300.

Growing shortages of skilled workers for the heavy manufacturing industries and for aircraft production were becoming apparent during the month as these industries responded to the stimulus of increased defence preparations. While these shortages had not appreciably influenced hirings of female workers by the end of October, some older men who had been unable to find steady work in their trades were being re-hired by former employers. Pulp and newsprint mills throughout the region were fully active during October, postponing seasonal lay-offs in some cases; improvement was apparent in conditions in textiles, rubber and leather manufacturing; the chemical industry was expanding to handle defence orders. The electrical apparatus industry continued to establish new peaks of activity and employment. Only in the automobile industry were there temporary lay-offs while re-tooling for new models was under way.

With most of the harvesting completed, employment in the **Prairie** region contracted slightly during the month. Active registrations at NES offices tallied at the beginning and end of the month showed an increase of 2,800; these totalled 19,300 at October 26. Hiring of farm workers was sporadic and the number of men reporting for woods work in the Lakehead area was greater than anticipated. Logging camps

were rapidly approaching full staffs by the end of October. It was fully expected that the large pulp-cutting program, resulting from the sustained demand for newsprint, would be completed without serious difficulty. In other areas, the seasonal increase in hirings at packing plants and flour mills was less than usual and lay-offs were occurring in plants producing construction materials, garments and beverages. Most highway construction was coming to an end, but the high level of building construction continued, with labour scarcities increased by the rush to close buildings against the weather.

Registrations for jobs on hand at NES offices in the **Pacific** region began their yearly rise during October. The total of 21,000 at October 26 was over 3,000 greater than that at the end of the previous month, but 12 per cent lower than on the same date a year ago. Much of the recent rise could be attributed to the seasonal decline in agriculture, fishing and some phases of construction, as well as the usual influx of transient workers from the Prairie Provinces at this time. This was particularly noticeable in the larger centres of Vancouver and Victoria where the usual decrease in job opportunities was augmented by the closing of shingle mills and a work stoppage in Vancouver shipyards. Victoria shipyards were working on new naval contracts.

The continuing full operation of logging camps and sawmills, however, and a considerable expansion of base metal mining have brightened the employment picture considerably. Increased orders from the United Kingdom were chiefly responsible for the double-shift operation of sawmills in the Vancouver Island, Prince Rupert and Prince George regions.

## Industrial Analysis

The Eastern Canada **logging** industry, enjoying its busiest season since the peak year of 1947-48, continued to add thousands of workers to its labour force during October. Cutting operations were expanding rapidly and approaching the most active period, although many operators were waiting until after the freeze-up to begin work. In British Columbia, on the other hand, the seasonal peak had been reached by the end of October and employment was levelling off.

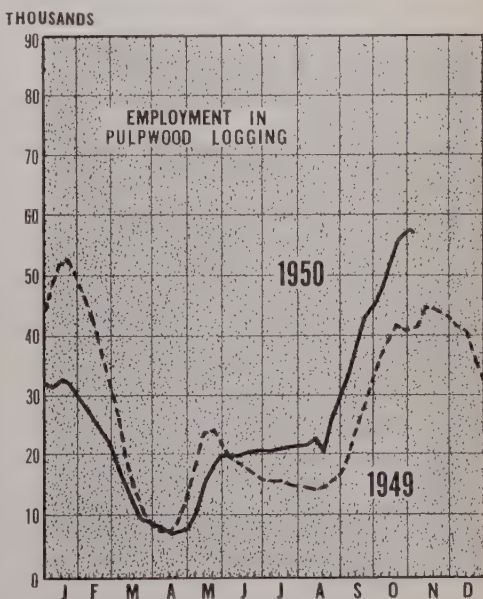
As farming and construction work tapered off, more men became available for woods work, thus easing the severe labour shortages which were created in September when the logging companies began seeking their men for the winter's work. Higher

wage rates and unemployment insurance coverage have made the industry more attractive this year and a good class of worker was being obtained. There was a heavy influx of farm workers from the Prairie Provinces to the Lakehead and British Columbia and a movement of loggers from Quebec to Northern Ontario during the month.

As much of the work is done in remote areas or by individuals, it is difficult to estimate how many loggers were at work during October. Among the member companies of the Canadian Pulp and Paper Association, the number employed increased from 45,000 at the beginning of the month to more than 57,000 at the month's end. This was about 40 per cent over the employment level of the 1949-50 season. These data are shown in the accompanying chart, which indicates the increase in the number of jobs provided by the industry this year as well as the longer duration of employment.

The major employment period in **agriculture** was drawing to a close in October and workers were beginning to move out of the industry. Harvesting of seasonal crops was being finished and additional labour requirements were low. Applicants for work in the industry were correspondingly few in number.

In general farming areas, particularly in the East, farmers were at work on their fall ploughing or harvesting root crops. In



Eastern Canada including Manitoba as reported by Canadian Pulp and Paper Association.



fruit-growing areas, in British Columbia, the Maritimes and southern Ontario, picking, grading and shipping or storing of the crop were being carried out. Rain and snow in October delayed an already late harvest in parts of the Prairie Provinces. Farm labour moved from farm to farm as harvest work was completed, and labour shortages were kept at a minimum. The demand for workers was not strong, although experienced tractor operators were readily employed.

Only a few farmers were seeking year-round help. Not many applicants for this work were available, particularly since higher wages in other industries were attracting workers. Many farmers, as well, were insisting on experienced men only. There was less interest this year in immigrant labour, formerly an important source of supply. Exceptions to this were some sections of British Columbia and the Lake-head area where farm labour was quite scarce.

Employment in *mining* continued to increase in the fall of 1950, with expansion in the metallic and non-metallic mining industries and a gradually declining labour force in coal mining. The most recent data showed reported employment in the industry as over the 90,000 mark, an increase of about 5 per cent over 1949 levels.

The international situation has provided added impetus to the base metals group. The demand for nickel has been so great that producers have been rationing customers, although output was at a record peacetime level. Zinc also was in extremely short supply, due in large part to the United States stock-piling program. Gold mines were in a more uncertain position. Increasing seasonal demand has helped keep current employment steady in coal mines.

More skilled labour could have been used by the industry were qualified men available; these in turn would provide added employment for helpers and beginners. Many mines have been operating training schools for newly hired men. There was some demand for more immigrant workers to be brought into the country; although this type of labour still forms an important part of the industry's labour force, many left the mines when their contract period was up. With labour costs mounting the trend towards increased use of machines, such as mechanical muckers, has been accelerated, thus reducing labour demand.

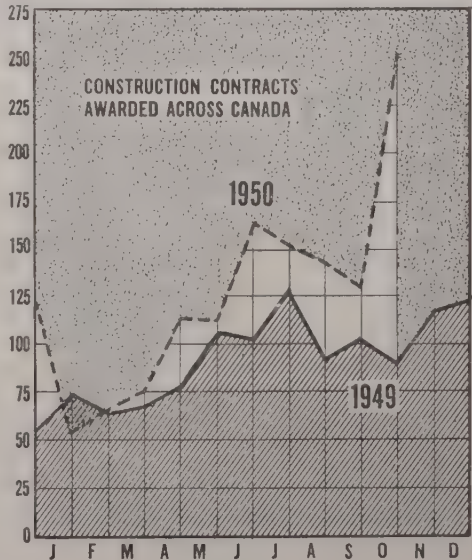
The labour market in the *manufacturing* industries continued strong during October as the usual seasonal activity was augmented by the stimulus to the economy

resulting from increased defence expenditures. Such industries as meat packing and fruit and vegetable processing were at their peak period. Most consumer goods industries, particularly those producing electrical apparatus and textiles were adding to their staffs. In some cases, shortages of metal-workers had developed. Capital investment was heavy during the month and resulted in improved employment conditions among producers' goods industries. The demand for labour from these groups offset seasonal employment declines in other industries, including sawmills, beverages and petroleum products.

Lay-offs, other than those for seasonal reasons, were light during the month. In British Columbia, several shingle mills were forced to reduce operations because of a drop in sales in the United States market and several hundred workers were laid off. Steel shortages limited production in some plants, also resulting in temporary lay-offs. About 6,000 men were off work in automobile plants, mostly for less than three weeks, because of re-tooling for new models and shortages of parts.

The heavy amount of work on hand in the *construction* industry this fall has resulted in a delay in seasonal lay-offs. Towards the end of the same season, there was in fact a pre-winter flurry of work as contractors rushed to complete outside work so inside jobs could be carried on during the winter months. There was no unemployment problem of any proportion in the industry by the end of October, therefore, although some lay-offs had occurred as projects were completed.

MILLIONS OF DOLLARS





Shortages of labour and materials, which have delayed production in recent years, again became more prominent as the backlog of work increased. Qualified men in all trades were in demand and generally easily found other jobs if laid off. Unskilled labour was in better supply, although demand from the logging industry for this type of labour was heavy. Among the scarce materials, cement and steel were particularly short in all regions and caused some temporary unemployment.

### **Employment Service Activities**

The operational statistics of the National Employment Service revealed October as a month of exceptionally high placement activity. Since this was a time of transition between summer and winter employment for many workers, applications for jobs were numerous and, in spite of the high placement rate, not all these immediately secured jobs. Job applications on the active file increased from 133,000 to 142,000 during the month. The employment situation for those seeking work was decidedly better than at the same time last year, however, with an increase of 23,000 in unfilled vacancies over the year.

Logging industries particularly were using the facilities of the NES to obtain suit-

able help. Despite thousands of hirings during the month, 18,300 vacancies in this industry were still available at the end of October, according to employment office records. This was 1,200 more than a month earlier and 17,000 higher than a year ago.

Considerable hiring was also taking place in the metalworking and electrical trades during October, as both skilled and semi-skilled workers were directed to jobs. Almost twice as many opportunities were available at NES offices in these trades than a year ago but applications from job-seekers had fallen off by over 40 per cent.

Demand for both engineers and draughtsmen rose during the month, but requirements had to be met from a much depleted labour supply. Employers were seeking qualified men with experience, but either age, inexperience or lack of education has hindered employment officials from effectively matching available workers to the vacancies on file.

Job orders for miners also rose during October with applications on hand decreasing correspondingly. Considerable activity was evident in the service industries as workers released from tourist resorts looked for alternative employment. Waitress jobs in second-class restaurants and domestic openings were still difficult to fill, however.

# PRICES AND THE COST OF LIVING\*

## Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index remained unchanged at 170·7 between October 2 and November 1. Declines in the food and fuel and light indexes were counterbalanced by increases in the remaining four groups. The food index moved down 1·5 points to 218·6 as sharp seasonal declines were registered for meats and small recessions for fresh vegetables. These outweighed slight advances for eggs, butter, fish, coffee, oranges and canned goods. A decline of 0·4 to 140·6 for the fuel and lighting index was due to lower prices for imported United States coal and coke, which followed the removal of controls from the Canadian dollar. Home furnishings and services rose 2·1 points to 174·8 due to advances for almost all items included in this group. Higher prices for most clothing items was reflected in an increase of 1·0 points to 184·5 in the index for this group, while the index for miscellaneous items rose fractionally from 133·3 to 133·4. For the latter group, firmer prices for barbers' fees, toilet soap, hospital charges and street car fares outweighed a decline in the average price of gasoline. Reflecting the results of the November quarterly survey, the rent index rose 0·9 point to 136·4.

Between August, 1939 and November, 1950, the cost-of-living index advanced 69·3 per cent.

## Cost of Living in Eight Cities

Regional city cost-of-living indexes registered mixed changes between September 1 and October 2. Indexes for six centres moved higher while two recorded declines. Wide changes in foods were principally responsible. Halifax and Edmonton food prices declined sharply due to seasonal drops in meats and fresh vegetables, and were responsible for declines in the composite indexes for these two centres. At other centres, declines for these food items were overbalanced by increases for dairy products and eggs. Group indexes for clothing and home furnishings and services moved up at most centres. Fuel costs and miscellaneous items were generally unchanged to fractionally higher. Rents, which were not surveyed in October, remained unchanged.

\* See Tables F-1 to F-6.

Composite city index changes between September 1 and October 2 were as follows: Saint John +1·8 to 167·8; Winnipeg +1·1 to 165·4; Toronto +0·7 to 166·8; Montreal +0·4 to 175·1; Saskatoon +0·4 to 168·2; Vancouver +0·1 to 170·9; Halifax -1·0 to 159·3, and Edmonton -0·5 to 164·5. In the same interval, the Dominion index rose 0·8 to 169·3.

## Wholesale Prices, September, 1950

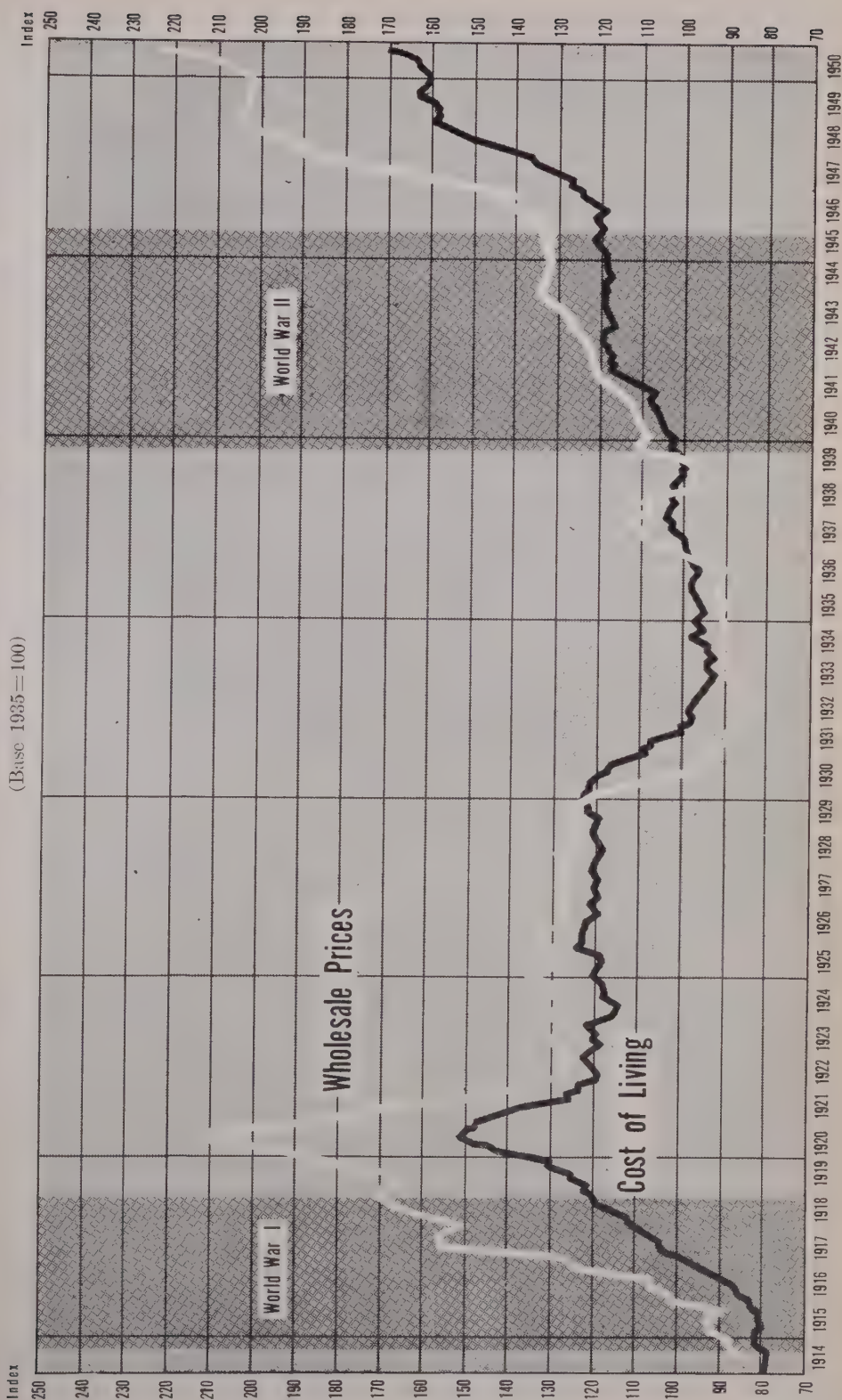
The general index of wholesale prices advanced 5·1 points between August and September, establishing a new peak level of 173·6. All eight groups contributed to this increase, with Textile Products and Non-ferrous Metals recording the sharpest advances. Textile Products rose 17·3 points between August and September to 190·0 and Non-ferrous Metals moved up 13·7 points in the same period to 176·5. Chemical Products followed with an increase of 6·3 points to 128·6. Wood Products rose 6·1 points to 213·6. Vegetable Products and Animal Products recorded equal increases of 2·6 points, to reach September levels of 152·7 and 182·5 respectively. Non-metallic Minerals rose 2·2 points to 143·0 and Iron Products 2·0 points to 184·5.

Among important commodity price increases between August and September were the following: tallow 57·6 per cent, refined glycerine 41·0 per cent, antimony 40·0 per cent, botany serge 30·4 per cent, beef hides 28·6 per cent, worsted suiting 26·4 per cent, litharge 26·1 per cent, turpentine 25·8 per cent, lead pipe 25·6 per cent, red lead 25·0 per cent, fresh whitefish 25·0 per cent, brewers' malt 23·0 per cent. Price declines in the same period included the following: onions, Toronto 23·8 per cent, potatoes (average) 16·9 per cent, hay No. 2 Timothy, Montreal 13·3 per cent, beef carcass, Vancouver 13·2 per cent, lamb carcass, Toronto 11·6 per cent, ham, Winnipeg 9·8 per cent, rolled oats 9·1 per cent, canned raspberries 8·3 per cent.

The index of Canadian farm products at wholesale moved up 0·8 point between August and September. The Animal Products index rose 3·9 points, reflecting higher prices for hides and skins, raw wool, eggs, fresh milk and livestock. Field Products declined 1·1 points when prices for onions, hay, potatoes and grains moved lower.

# COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935=100)





# STRIKES AND LOCKOUTS\*

## Canada, October 1950

Strike activity was little changed from the previous month. There was an increase of two in the number of new stoppages reported but fewer workers were involved and the time loss was down slightly. In October, 1949, with about the same number of strikes and lockouts, the time lost was more than double that for October, 1950. A strike of shipyard workers at Vancouver, B.C., caused the greatest amount of time loss during the month. This is the first strike recorded in the shipbuilding industry since November, 1947.

Preliminary figures for October, 1950, show 20 strikes and lockouts in existence, involving 12,557 workers, with a time loss of 29,973 man-working days, as compared with 20 strikes and lockouts in September, 1950, with 15,902 workers involved and a loss of 38,376 days. In October, 1949, there were 22 strikes and lockouts, with 16,433 workers involved, and a loss of 69,992 days.

For the first ten months of this year preliminary figures show 123 strikes and lockouts, involving 174,180 workers, with a loss of 1,331,671 man-working days. In the same period in 1949 there were 119 strikes and lockouts, with 49,289 workers involved and a loss of 903,938 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

\* See Tables G-1 and G-2.

time lost in October, 1950, was 0.04 per cent of the estimated working time: 0.05 per cent in September, 1950; 0.08 per cent in October, 1949; 0.16 per cent for the first ten months of 1950; and 0.11 per cent for the first ten months of 1949.

Of the 20 strikes and lockouts in existence during the month, one was settled in favour of the workers, three in favour of the employers, three were compromise settlements, and four were indefinite in result, work being resumed pending final settlement. At the end of the month nine work stoppages were reported as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; department store clerks at New Westminster, B.C., August 27, 1949; and electrical apparatus factory workers at Vancouver, B.C., May 11, 1950.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1950, was 90 and nine were still in progress from the previous month, making a total of 99 during the month.

In all stoppages of work in progress in the period there were 18,000 workers involved and a time loss of 52,000 working days was caused.

Of the 90 disputes leading to stoppages of work which began in August, four, directly involving 300 workers, arose out of demands for advances in wages, and 40, directly involving 4,800 workers, on other wage questions; seven, directly involving 1,800 workers, on questions respecting the employment of particular classes or persons; 34, directly involving 6,000 workers on other questions respecting working arrangements; four, directly involving 3,300 workers on questions of trade union principle; and one directly involving 100 workers, was in support of workers involved in another dispute.

## United States

Preliminary figures for September, 1950, show 525 strikes and lockouts beginning in the month, in which 275,000 workers were involved. The time loss for all strikes and

lockouts in progress during the month was 3,500,000 man-days. Corresponding figures for August, 1950, are 560 strikes and lockouts, involving 350,000 workers with a time loss of 2,900,000 days.

# FATAL INDUSTRIAL ACCIDENTS IN CANADA\*

## Third Quarter of 1950

There were 288<sup>1</sup> industrial fatalities in Canada in the third quarter of 1950 according to the latest reports received by the Department of Labour. This number of fatalities is one less than the 289 recorded for the previous quarter (including 27 on a supplementary list).

The industrial fatalities recorded are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of their employment. Deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Board are included.

Statistics on industrial fatalities are compiled from reports received from the various provincial Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data. For those industries which are not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On July 9, three electrical workers engaged on the conversion of a hydro-electricity transmission system from 25 to 60 cycles at London, Ontario, received fatal burns when a transformer exploded. An aircraft crash at Timagami, Ontario, resulted in the death of five employees of the Ontario Department of Lands and Forests on August 30. Five fishermen from Woods Harbour, Nova Scotia, are believed

to have been drowned when their boat was capsized off the south coast of Nova Scotia during a hurricane; their overturned boat was found on September 20.

Grouped by industries, the largest number of fatalities, 53, was recorded in construction; during the previous quarter there were 48 fatalities in this industrial group. There were 47 fatalities in manufacturing during the third quarter; 13 of these were in the saw and planing mill products group and 10 were in the iron and steel products group. During the second quarter of 1950 there were 60 fatalities in manufacturing, 25 of which occurred in the iron and steel products group.

During the three months under review there were 46 fatal accidents in the transportation group as compared with 40 in the previous quarter. Accidents in the steam railway sub-group numbered 21 as compared with 16 in the preceding period. Fatal accidents involving watercraft numbered 10 as compared with 12 in the previous quarter.

There were 39 fatal accidents in the service groups during the third quarter, 35 of which were in the public administration sub-group. In the previous quarter 24 fatalities in the service group had been recorded.

Fatal accidents in logging numbered 25, a decline of 9 from the number recorded in the second quarter.

Twenty persons died as the result of accidents in electricity, gas and water production and supply during the quarter as compared with 17 in the previous three months.

The number of accidents in mining which were reported as occurring during the quarter numbered 19, or 25 less than the 44 which were recorded in the second quarter of 1950.

As mentioned above information in regard to accidents in agriculture is obtainable only from newspaper reports. Only 15 fatal accidents were reported in the third quarter of 1950 as compared to 50 in the same quarter of 1949 and 22 in the second quarter of 1950.

\* See Tables H-1 and H-2.

<sup>1</sup> The number of industrial fatalities that occurred during the third quarter of 1950 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters generally revise upwards the figures for previous periods.

During the quarter under review there were 14 fatal accidents in trade, the same number as that recorded in the previous quarter. There were 10 fatalities in fishing and trapping during the quarter.

An analysis of the causes of the fatal industrial accidents which occurred during the quarter shows that 96 or 33.3 per cent were caused by moving trains, watercraft or other vehicles. Falls of persons resulted in 51 or 19.8 per cent of the period's fatalities, while the classification "dangerous substances", in which is included electric current, accounted for 42 or 14.6 per cent

of the industrial fatalities recorded. Falling objects were the cause of 24 fatalities while industrial diseases, strains and infections were responsible for 21 of 32 deaths reported under the heading of "Other Causes".

The largest number of industrial fatalities was recorded in Ontario where there were 112. In British Columbia there were 58 and in Quebec, 52.

During the quarter under review there were 104 fatalities in July, 91 in August and 93 in September.

## SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA\*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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2. *Industrial Safety Manual and Directory, 1950*. London, Practical Press Ltd., 1950. 1 volume.

3. INTERNATIONAL LABOUR OFFICE. *Model Code of Safety Regulations for Underground Work in Coal Mines for the Guidance of Governments and of the Coal-Mining Industry*. Geneva, 1950. Pp. 102.

4. INTERNATIONAL LABOUR OFFICE. *Safety of Workers in the Textile Industry*. Geneva, 1950. Pp. 46.

5. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS, LONDON. *Works Safety Committees; A Comprehensive Review of Methods used in Various Industries*. London, 1950. Pp. 24.

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7. KENT, WILLIAM R. G. *John Burns: Labor's Lost Leader*. London, Williams and Norgate Ltd., 1950. Pp. 389.

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9. NATIONAL PLANNING ASSOCIATION. *Marathon Corporation and Seven Labor Unions; A Case Study* by R. W. Fleming and Edwin E. Witte. Washington, 1950. Pp. 65.

10. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Provisions: Hours of Work, Overtime Pay, Shift Operations*. Washington, G.P.O., 1950. Pp. 109.

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15. ANGLO-AMERICAN COUNCIL ON PRODUCTIVITY. *Pressed Metal*; Report of a Visit to the U.S.A. in 1949 of a Productivity Team representing the Pressed Metal Industry. London, 1950. Pp. 52.

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19. U.S. BUREAU OF LABOR STATISTICS. *Digest of Selected Health, Insurance, Welfare, and Retirement Plans under Collective Bargaining, July, 1950*. Washington, 1950. Pp. 52.

20. WICKENDEN, MORSS AND ASSOCIATES, INCORPORATED. *A Guide to Revision of Employee Welfare and Pension Plans*. New York, 1950. Pp. 32.

21. WICKENDEN, MORSS AND ASSOCIATES, INCORPORATED. *A Guide to Welfare and Pension Planning*. New York, 1950. Pp. 42.

## **Employment Management**

22. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Job Evaluation*. Proceedings of a Conference Held December 1-2, 1949 at the Center for Continuation Study, University of Minnesota. Minneapolis, 1950. Pp. 119.

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Developments and Practices, by Helen Baker and Robert R. France. Princeton, 1950. Pp. 144.

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29. KAPLAN, ABBOTT. *Making Grievance Procedures Work*; The Southern California Experience. Los Angeles, Institute of Industrial Relations, University of California, 1950. Pp. 36.

30. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Grievance Procedures in Non-unionized Companies*. New York, 1950. Pp. 47.

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32. INTERNATIONAL LABOUR OFFICE. *Social Conditions in the Petroleum Industry*. Geneva, 1950. Pp. 95.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Oct.	Sept.	Sept.	Sept.	Sept.	Sept.
<b>Labour Force—</b>						
Civilian labour force <sup>(1)</sup> .....000		5,324	5,253	5,109	†	†
Persons with jobs <sup>(1)</sup> .....000		5,221	5,155	5,042	†	†
Male <sup>(1)</sup> .....000		4,107	4,012	3,932	†	†
Female <sup>(1)</sup> .....000		1,114	1,143	1,110	†	†
Paid workers <sup>(1)</sup> .....000		3,639	3,575	3,439	†	†
Persons without jobs and seeking work <sup>(1)</sup> .....000		103	98	67	†	†
Index of employment, 8 leading industries <sup>(2)</sup> .....		206.0	202.1	201.8	185.5	119.6
Unemployment in trade unions <sup>(3)</sup> .....%		2.2	2.2	1.0	0.3	9.1
Immigration.....No.		5,030	4,174	11,871	976	1,461
Adult males.....No.		2,262	1,706	4,383	262	451
<b>Earnings and Hours—</b>						
Total labour income.....\$000,000			662	663	†	†
Per capita weekly earnings, 8 leading inds.....\$		44.26	43.27	40.86	31.69	†
Average hourly earnings, manufacturing.....c		104.4	98.4	93.4	†	†
Average hours worked per week, manufacturing.....		41.9	42.4	41.7	†	†
Real weekly earnings, manufacturing <sup>(4)</sup> .....		105.3	105.2	100.2	†	†
<b>National Employment Service—</b>						
Live Applications for employment (1st of mo.) <sup>(5)</sup>	133.1	151.6	137.4	88.3	59.6	†
Unfilled Vacancies (1st of month) <sup>(5)</sup> .....	64.8	46.2	42.6	63.7	188.1	†
Placements, weekly average.....		19.9	16.3	16.7	†	†
<b>Unemployment Insurance—</b>						
Ordinary live claims.....000	79.3	98.9	80.8	44.3	5.4	†
Balance in fund.....\$000,000		614.5	568.8	490.3	223.9	†
<b>Price Indexes—</b>						
Wholesale <sup>(2)</sup> .....		173.6	155.4	158.4	102.3	78.4
Cost of living index <sup>(6)</sup> .....	170.7	169.8	162.3	158.9	118.8	100.8
Residential building materials <sup>(5)</sup> .....			226.2	221.6	146.6 <sup>(7)</sup>	102.3 <sup>(7)</sup>
<b>Production—</b>						
Industrial production index <sup>(5)</sup> .....		200.4	188.5	184.1	195.4	111.8
Mining production index <sup>(5)</sup> .....			144.8	127.9	102.1	120.2
Manufacturing index <sup>(5)</sup> .....		211.4	197.2	195.3	216.2	110.1
Electric power.....000,000 k.w.h.		4,113	3,753	3,598	3,235	2,381
<b>Construction—</b>						
Contracts awarded.....\$000,000			103.3	79.7	25.3	19.4
Dwelling units, started.....000			10.0	10.7	†	†
Completed.....000			7.6	6.7	†	†
Under construction.....000		67.6	58.7	59.7	†	†
Pig iron.....000 tons		199.4	168.4	182.5	145.4	66.0
Steel ingots and castings.....000 tons		274.9	240.7	257.9	242.7	124.4
Inspected slaughtering, cattle.....000			145.2	162.8	125.2	84.4
Hogs.....000			274.7	233.8	440.6	269.6
Flour production.....000,000 bbls.			1.86	2.19	1.97	1.93
Newsprint.....000 tons			415.2	376.1	244.2	253.2
Cement producers' shipments.....000,000 bbls.		1.6	1.6	1.5	0.9 <sup>(8)</sup>	0.9 <sup>(8)</sup>
Automobiles and trucks.....000		38.3	30.9	23.8	12.5	3.9
Gold.....000 fine oz.		364.9	364.7	295.0	237.1	422.4
Copper.....000 tons			22.2	19.6	21.6	25.4
Lead.....000 tons			12.8	15.3	9.5	16.2
Nickel.....000 tons			9.6	9.9	11.4	10.2
Zinc.....000 tons			22.7	19.8	23.5	14.9
Coal.....000 tons	1,753	1,495	1,747	1,578	1,396	1,385
Crude petroleum.....000 bbls			2,170	1,101	852	720
<b>Distribution—</b>						
Wholesale sales index, unadjusted <sup>(5)</sup> .....		352.1	332.6	327.0	205.4	159.1
Retail sales.....\$000,000		746.3	684.7	638.5	†	†
Imports, excluding gold.....\$000,000		279.7	221.6	221.7	159.7	73.6
Exports, excluding gold.....\$000,000		279.1	228.4	283.0	264.6	81.5
<b>Railways—</b>						
Revenue freight, ton miles.....000,000			5,141	5,375	5,563	4,800
Car loadings, revenue freight.....000	85.0	363.0	363.0	378.0	317.0	295.0
<b>Banking and Finance—</b>						
Common stocks, index <sup>(5)</sup> .....	143.9	141.5	109.6	113.4	85.0	91.2
Preferred stocks, index <sup>(5)</sup> .....			141.8	144.8	126.3	100.5
Bond yields, Dominion index <sup>(5)</sup> .....	92.0	89.8	91.8	96.1	97.0	117.0
Cheques cashed, individual accounts.....\$000,000		8,747	7,656	6,710	4,819	2,832
Bank loans, current public.....\$000,000			2,184	1,931	939	891
Money supply.....\$000,000			4,369	4,153	3,153 <sup>(7)</sup>	1,370 <sup>(7)</sup>
Circulating media in hands of public.....\$000,000			1,211	1,180	967	281 <sup>(7)</sup>
Deposits.....\$000,000			3,168	2,973	2,163 <sup>(7)</sup>	1,089 <sup>(7)</sup>

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics. † Comparable statistics are not available.

(1) Labour Force Survey figures given are as at August 19, 1950, August 20, 1949, September 1, 1948. (2) Average 1926=100. (3) Figures are as at end of quarter ending September 1949, 1948, 1944, 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings in manufacturing by the cost-of-living index; base; Average for 1946=100. (5) Average 1935-39=100. (6) Newfoundland is included after April 1, 1949. (7) Year end figures. (8) Figures for 1939-44 are production data rather than shipments.

## A—Labour Force

**TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	August 19, 1950			June 3, 1950 <sup>(1)</sup>		
	Male	Female	Total	Male	Female	Total
<b>TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....</b>	<b>4,894</b>	<b>4,823</b>	<b>9,717</b>	<b>4,606</b>	<b>4,529</b>	<b>9,135</b>
<b>A. Labour Force.....</b>	<b>4,189</b>	<b>1,135</b>	<b>5,324</b>	<b>3,869</b>	<b>1,064</b>	<b>4,933</b>
1. Persons with jobs.....	4,107	1,114	5,221	3,750	1,043	4,793
(1) Agricultural.....	1,039	112	1,151	901	76	977
Paid Workers.....	120	13	133	109	(a)	114
Employers.....	51	(a)	52	47	(a)	49
Own Account Workers....	611	(a)	619	539	(a)	546
Unpaid Workers.....	257	90	347	206	62	268
(2) Non-Agricultural.....	3,068	1,002	4,070	2,849	967	3,816
Paid Workers.....	2,598	908	3,506	2,394	878	3,272
Employers.....	128	(a)	135	120	(a)	127
Own Account Workers....	319	50	369	316	53	369
Unpaid Workers.....	23	37	60	19	29	48
2. Persons without jobs and seeking work.....	82	21	103	119	21	140
<b>B. Not in the Labour Force.....</b>	<b>705</b>	<b>3,688</b>	<b>4,393</b>	<b>737</b>	<b>3,465</b>	<b>4,202</b>
1. Permanently unable or too old to work.....	167	97	264	156	91	247
2. Keeping House.....	(—)	3,220	3,220	(a)	2,953	2,954
3. Going to school.....	(a)	(a)	(a)	309	301	610
4. Retired or Voluntarily idle....	526	364	890	266	114	380
5. Other.....	10	(a)	17	(a)	(a)	11

(a) Fewer than 10,000.

(1) Excluding Manitoba.

**TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	Aug. 19, 1950	June 3, 1950 <sup>(1)</sup>	Aug. 20, 1949	Sept. 4, 1948
<b>Civilian Non-Institutional Population.....</b>	<b>9,717</b>	<b>9,135</b>	<b>9,343</b>	<b>9,160</b>
Civilian Labour Force.....	5,324	4,933	5,253	5,109
Persons with Jobs.....	5,221	4,793	5,155	5,042
Agriculture.....	1,151	977	1,235	1,247
Forestry.....	71	60	43	58
Fishing and Trapping.....	48	50	26	19
Mining, Quarrying and Oil Wells.....	75	74	83	70
Manufacturing.....	1,362	1,276	1,340	1,290
Public Utility Operations.....	48	43	46	44
Construction.....	380	(2)327	362	323
Transportation, Storage and Communications.....	388	351	373	384
Trade.....	643	604	672	643
Finance, Insurance and Real Estate.....	138	136	145	136
Service.....	917	(2)895	830	828
Persons without jobs and seeking work.....	103	140	98	67
Not in Labour Force.....	4,393	4,202	4,090	4,051

(1) Excluding Manitoba.

(2) Revised.



**TABLE A-3.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Industry	August 19, 1950			June 3, 1950 <sup>(1)</sup>		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,039	112	1,151	901	76	977
Forestry.....	70	(a)	71	59	(a)	60
Fishing and Trapping.....	48	(—)	48	50	(—)	50
Mining, Quarrying and Oil Wells....	74	(a)	75	72	(a)	74
Manufacturing.....	1,081	281	1,362	1,013	263	1,276
Public Utility Operations.....	43	(a)	48	38	(a)	43
Construction.....	376	(a)	380	(2)322	(a)	(2)327
Transportation and Communications	339	49	388	304	47	351
Trade.....	434	209	643	415	189	604
Finance and Real Estate.....	78	60	138	76	60	136
Service.....	525	392	917	(2)500	395	(2)895
Total.....	4,107	1,114	5,221	3,750	1,043	4,793

(a) Fewer than 10,000.

(1) Excluding Manitoba.

(2) Revised.

**TABLE A-4.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	August 19, 1950		June 3, 1950 <sup>(1)</sup>	
	Number	Per cent	Number	Per cent
Newfoundland.....	106	2.0	98	2.1
Maritime Provinces.....	425	8.2	424	8.8
Quebec.....	1,434	27.5	1,387	28.9
Ontario.....	1,835	35.1	1,797	37.5
Prairie Provinces.....	989	18.9	665	13.9
British Columbia.....	432	8.3	422	8.8
CANADA.....	5,221	100.0	4,793	100.0

(1) Excluding Manitoba.

**TABLE A-5.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Aug. 19 1950	June 3 1950 <sup>(1)</sup>	Aug. 19 1950	June 3 1950 <sup>(1)</sup>
0.....	0.9	0.7	6.3	2.0
1-14.....	4.5	4.0	1.0	1.3
15-24.....	3.5	4.5	2.5	2.6
25-34.....	3.3	3.1	3.0	3.6
35-44.....	7.1	6.6	44.3	47.6
45-54.....	17.8	19.4	32.8	33.2
55 hours and over.....	62.9	61.7	10.1	9.7
Total.....	100.0	100.0	100.0	100.0

(1) Excluding Manitoba.

**TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. *Labour Force Survey*

Region	August 19, 1950		June 3, 1950 <sup>(1)</sup>	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	(a)	7.8	17	12.1
Maritime Provinces.....	18	17.5	23	16.4
Quebec.....	38	36.9	51	36.4
Ontario.....	23	222.3	32	22.9
Prairie Provinces.....	(a)	5.8	(a)	3.6
British Columbia.....	10	9.7	12	8.6
CANADA.....	103	100.0	140	100.0

(a) Fewer than 10,000    (1) Excluding Manitoba.

**TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA**

(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
Total (9 months 1950).....	22,210	17,808	14,232	54,250
Total (9 months 1949).....	31,830	25,826	18,493	76,149

**TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION**  
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
(Total 9 months 1950)...	1,669	9,671	28,265	10,164	4,481	54,250
(Total 9 months 1949)....	2,174	14,447	38,972	14,354	6,202	76,149

**TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION**  
(SOURCE: Immigration Branch, Department of Citizenship and Immigration)

Month	Agri- culture	Unskilled and Semi- Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
August.....	896	242	403	232	222	1,995
September.....	1,180	211	368	241	262	2,262
Total (9 months 1950)...	11,981	2,672	3,962	1,934	1,661	22,210
Total (9 months 1949)...	15,003	4,847	6,705	2,317	2,958	31,830



## B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME**  
(\$ Millions)

	Agriculture Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1948—April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683
July.....	52	231	54	182	148	24	691
August.....	55	231	56	172	148	24	686

\* Includes retroactive wage payments to railway system employees. All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

# C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY**

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At September 1, employers in the eight leading industries reported a total employment of 2,161,096 and total payrolls of \$95,645,829.

Geographical and Industrial Unit	Average Weekly <sup>1</sup> Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Sept.1 1950 <sup>1</sup>	Aug.1 1950	Sept.1 1949	Sept.1 1950 <sup>1</sup>	Aug.1 1950	Sept.1 1949	Sept.1 1950 <sup>1</sup>	Aug.1 1950	Sept.1 1949	Sept.1 1950 <sup>1</sup>	Aug.1 1950	Sept.1 1949
<b>(a) PROVINCES</b>												
<b>Maritime Provinces</b>	37.03	39.29	37.58	123.0	121.9	124.9	207.6	218.4	214.1			
Prince Edward Island	31.31	35.45	33.59	185.9	175.7	154.3	265.7	284.4	238.7			
Nova Scotia	37.43	39.73	37.63	114.8	113.7	122.5	189.9	199.6	203.5			
New Brunswick	36.89	38.93	37.75	133.1	132.7	127.6	235.3	247.6	231.4			
<b>Quebec</b>	42.33	43.14	41.46	128.3	127.5	126.8	226.7	229.6	219.5			
<b>Ontario</b>	46.36	47.02	44.53	133.2	131.9	129.1	228.3	229.4	212.1			
<b>Prairie Provinces</b>	42.33	44.79	43.73	148.7	148.5	145.4	237.9	251.2	240.0			
Manitoba	41.68	44.45	43.43	138.7	138.6	137.7	218.2	232.5	225.8			
Saskatchewan	40.58	43.19	42.40	136.5	135.9	133.4	213.5	226.2	217.6			
Alberta	43.95	45.98	44.75	170.2	170.0	163.6	279.6	292.1	273.1			
<b>British Columbia</b>	48.25	48.60	46.61	161.1	159.4	159.5	273.3	272.4	260.7			
<b>CANADA</b>	44.26	45.26	43.26	134.9	133.9	132.4	231.7	235.2	221.9			
<b>(b) CITIES</b>												
Montreal	43.38	43.72	41.97	135.8	134.5	134.8	229.7	229.3	220.7			
Quebec	37.91	37.66	35.92	123.6	123.3	124.5	226.5	224.6	216.8			
Toronto	46.88	46.62	44.22	138.7	137.1	133.1	242.7	238.7	219.7			
Ottawa	39.25	39.43	38.06	134.8	134.9	134.5	228.6	229.8	221.1			
Hamilton	48.93	49.03	46.72	125.6	126.9	125.2	222.6	225.4	212.1			
Windsor	55.85	56.99	51.52	136.1	134.6	129.2	204.6	206.6	179.0			
Winnipeg	39.71	41.11	39.71	137.2	137.2	138.1	213.3	221.1	215.1			
Vancouver	46.60	46.92	44.85	164.9	162.9	164.4	289.1	287.5	276.4			
Halifax	36.48	36.93	35.21	131.5	129.2	133.3	210.0	208.9	204.7			
Saint John	37.65	37.49	36.36	118.0	114.8	119.7	206.7	200.2	202.9			
Sherbrooke	38.20	38.10	36.01	120.3	119.7	116.2	221.9	220.2	201.5			
Three Rivers	43.88	43.72	41.27	146.0	143.8	142.5	247.1	242.5	226.6			
Brantford	45.95	45.98	41.75									
Kitchener-Waterloo	43.36	43.41	41.08	141.1	139.4	138.9	269.8	267.0	251.7			
London	43.62	44.04	41.05	161.1	160.2	156.5	276.6	277.7	252.1			
Fort William-Port Arthur	46.26	47.57	44.99	80.7	80.1	82.0	143.5	146.4	141.1			
St. Catharines (1)	52.23	52.16	49.06									
Regina	40.37	40.08	38.84	135.0	135.4	136.5	233.3	232.2	224.6			
Saskatoon	38.57	38.70	38.09	160.3	161.0	156.6	283.4	285.5	271.8			
Calgary	42.89	43.69	42.42	156.1	156.4	150.8	265.5	271.1	253.1			
Edmonton	42.81	42.62	41.46	206.8	205.5	184.2	359.5	355.7	308.2			
Victoria	44.91	44.72	42.74	157.6	157.0	155.2	279.7	277.6	262.4			
<b>(c) INDUSTRIES</b>												
<b>Manufacturing</b>	46.27	46.74	44.20	126.3	124.6	124.5	225.2	224.5	212.1			
Durable Goods(2)	46.77	49.87	47.35	121.0	119.6	116.5	201.5	212.4	196.5			
Non-Durable Goods	45.47	43.53	41.12	129.0	127.0	129.8	249.2	234.8	226.6			
Electric Light and Power	51.35	51.23	48.54	175.7	177.3	176.7	286.8	288.8	272.7			
Logging	43.89	42.58	43.13	133.8	124.8	101.6	292.9	265.2	217.9			
Mining	52.85	54.80	51.29	109.2	109.2	104.9	180.4	187.1	168.3			
Communications	41.60	42.54	41.00	220.9	220.5	208.4	331.2	338.2	308.8			
Transportation	47.33	53.30	51.80	143.0	146.9	147.2	206.7	239.0	232.6			
Construction and Maintenance	41.98	43.02	41.92	147.5	146.8	147.9	268.7	274.1	269.1			
Services(3)	28.76	29.06	27.94	154.8	155.0	157.0	269.1	272.3	262.2			
Trade	39.23	39.35	37.34	149.7	149.0	145.4	245.8	245.4	227.6			
<b>Eight Leading Industries</b>	44.26	45.26	43.26	134.9	133.9	132.4	231.7	235.2	221.9			
<b>Finance</b>	42.57	42.63	41.55	152.9	153.2	145.2	224.3	225.1	207.9			
<b>Nine Leading Industries</b>	44.19	45.15	43.19	135.6	134.7	132.8	231.4	234.7	221.3			

<sup>1</sup> Includes Welland, Thorold and Merriton. <sup>2</sup> This classification comprises the following—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power. <sup>3</sup> Mainly hotels and restaurants and laundry and dry-cleaning plants. <sup>4</sup> Employment and earnings in the last pay period in August were affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

**TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941**

(Base:—June 1, 1941=100) (The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100-0	100-0	100-0	\$25.25	100-0	100-0	100-0	\$25.57
Sept. 1, 1946.....	114-9	145-6	129-6	32.72	111-4	140-1	127-9	32.71
Sept. 1, 1947.....	126-5	180-3	145-6	36.76	121-0	173-3	145-3	37.16
Sept. 1, 1948.....	132-2	209-3	161-8	40.86	124-7	199-1	162-1	41.46
Sept. 1, 1949.....	132-4	222-0	171-4	43.27	124-5	212-1	172-9	44.20
Oct. 1, 1949.....	132-4	223-8	172-5	43.55	124-2	214-4	175-4	44.84
Nov. 1, 1949.....	132-3	224-8	173-5	43.80	122-9	213-6	176-4	45.10
Dec. 1, 1949.....	132-2	224-7	173-5	43.81	121-7	212-9	177-5	45.38
Jan. 1, 1950.....	127-0	208-9	167-8	42.38	118-9	199-8	170-6	43.62
Feb. 1, 1950.....	122-6	209-2	174-2	43.99	118-4	207-2	177-7	45.43
Mar. 1, 1950.....	122-2	212-1	177-2	44.74	118-9	210-0	179-3	45.85
Apr. 1, 1950.....	123-1	214-2	177-7	44.88	119-3	212-3	180-7	46.20
May 1, 1950.....	123-6	215-7	178-2	44.99	119-5	213-4	181-2	46.33
June 1, 1950.....	128-6	222-6	176-6	44.59	121-5	215-9	180-3	46.11
July 1, 1950.....	132-5	232-1	178-7	45.13	123-8	222-9	182-8	46.73
Aug. 1, 1950.....	133-9	235-2	179-2	45.26	124-6	224-5	182-8	46.74
Sept. 1, 1950.....	134-9	231-7	175-3	44.26	126-3	225-2	181-0	46.27

**TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS**

(Average calendar year 1926=100) (The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1934.....	98-8	101-8				95-4	103-3	92-9				96-2
Sept. 1, 1935.....	102-7	107-0				99-3	103-9	100-5				108-0
Sept. 1, 1936.....	107-1	114-4				103-0	108-1	107-4				109-3
Sept. 1, 1937.....	123-2	135-4	87-9	133-5	140-5	124-5	125-0	109-4	100-2	128-3	110-0	121-2
Sept. 1, 1938.....	115-1	113-2	112-7	122-2	102-4	113-1	115-0	112-2	100-6	136-2	114-2	112-0
Sept. 1, 1939.....	119-6	116-4	111-6	125-6	105-3	128-5	116-2	114-0	104-2	128-9	119-2	116-6
Sept. 1, 1940.....	131-6	127-3	117-0	136-7	116-4	136-4	134-8	117-0	109-1	119-3	127-8	126-7
Sept. 1, 1941.....	162-7	164-1	130-2	182-1	143-3	169-9	169-0	136-1	130-5	132-2	147-5	149-8
Sept. 1, 1942.....	179-3	172-2	111-9	195-1	147-5	192-8	183-0	143-1	137-8	138-8	154-0	179-4
Sept. 1, 1943.....	186-2	187-8	121-5	210-2	163-4	200-7	186-1	145-3	139-1	137-7	159-9	198-8
Sept. 1, 1944.....	185-5	184-5	134-4	199-2	168-8	200-0	186-5	150-3	143-3	145-5	164-0	188-1
Sept. 1, 1945.....	172-8	173-2	131-2	189-1	155-5	178-1	175-2	147-2	140-8	142-6	159-9	183-6
Sept. 1, 1946.....	175-5	171-9	146-4	178-4	165-1	181-4	176-1	162-0	151-9	157-0	180-5	176-9
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Sept. 1, 1949.....	202-2	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	157-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-2	165-5	148-2	168-3	163-1	185-8	201-0	168-9	159-5	145-4	198-4	174-9
Mar. 1, 1950.....	186-6	162-3	141-6	165-3	159-8	183-8	200-3	167-7	157-3	144-8	198-3	181-9
Apr. 1, 1950.....	187-9	163-5	147-9	167-0	160-0	184-8	200-5	168-6	157-3	146-2	200-5	189-8
May 1, 1950.....	188-7	159-2	150-9	162-5	155-4	185-4	201-0	170-8	158-4	149-5	203-3	195-4
June 1, 1950.....	196-4	174-6	167-3	180-1	168-1	193-0	207-1	178-5	160-9	164-6	214-3	203-7
July 1, 1950.....	202-3	185-3	179-5	186-7	183-9	198-2	212-3	186-4	169-8	169-4	222-6	208-4
Aug. 1, 1950.....	204-4	185-8	188-2	190-9	179-0	200-6	212-8	190-5	172-8	173-1	228-6	215-0
Sept. 1, 1950.....	206-0	187-4	199-1	192-8	179-6	201-8	214-9	190-8	172-9	173-9	228-9	217-3
Relative Weight of Employment by Provinces and Economic Areas as at September 1, 1950..	100-0	6-8	0-2	3-8	2-8	28-5	42-4	12-5	5-4	2-4	4-7	9-8

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas to the total number of employees reported in Canada by the firms making returns at the date under review.



**TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY**

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949
<b>Manufacturing</b> .....	<b>46.27</b>	<b>46.74</b>	<b>44.20</b>	<b>126.3</b>	<b>124.6</b>	<b>124.5</b>	<b>225.2</b>	<b>224.5</b>	<b>212.1</b>			
Animal products—edible.....	43.08	43.80	42.25	150.1	151.8	150.3	256.0	263.3	249.8			
Fur and products.....	43.23	43.48	41.12	142.6	139.7	135.5	228.5	225.2	208.3			
Leather and products.....	34.01	33.38	32.80	102.7	100.9	109.6	185.8	179.1	189.3			
Boots and shoes.....	32.87	32.15	31.54	102.6	101.5	111.7	190.0	183.7	198.4			
Lumber and its products.....	41.77	41.70	39.78	135.6	135.6	127.2	260.3	259.8	233.8			
Rough and dressed lumber.....	43.22	43.10	41.03	136.6	137.1	124.9	276.2	276.4	240.7			
Furniture.....	40.19	39.90	39.03	166.2	164.3	155.4	243.3	238.7	222.8			
Other lumber products.....	37.76	38.20	36.10	108.5	108.8	113.9	221.1	224.4	222.2			
Plant products—edible.....	38.15	38.00	35.33	154.8	151.3	172.4	260.4	253.6	269.6			
Pulp and paper products.....	53.52	53.74	49.84	146.5	145.8	141.5	264.5	264.2	237.7			
Pulp and paper.....	61.52	61.73	56.43	135.9	135.0	131.5	264.8	264.1	235.1			
Paper products.....	43.31	43.61	40.58	175.3	170.7	171.7	313.8	307.7	287.5			
Printing and publishing.....	49.44	49.56	46.83	149.0	149.9	142.8	247.5	249.5	224.1			
Rubber products.....	49.34	48.63	44.91	130.6	128.1	123.6	274.7	265.6	236.8			
Textile products.....	36.27	35.68	34.89	114.6	110.9	114.3	216.9	206.5	208.3			
Thread, yarn and cloth.....	39.45	39.03	37.84	113.4	110.2	109.4	237.0	227.9	218.9			
Cotton yarn and cloth.....	38.15	38.46	36.19	97.9	97.2	90.5	193.4	193.8	169.9			
Woolen yarn and cloth.....	38.48	37.48	37.26	99.7	97.4	101.6	215.5	205.1	211.0			
Synthetic silk and silk goods.....	41.84	40.91	40.44	152.6	143.5	148.4	348.1	320.2	324.5			
Hosiery and knit goods.....	34.21	32.82	31.84	103.3	99.7	108.5	193.7	179.4	190.6			
Garments and personal furnishings.....	33.17	32.53	32.62	126.9	122.3	128.6	217.3	205.4	216.9			
Other textile products.....	38.96	38.87	37.40	94.3	91.6	94.9	181.9	176.3	175.4			
Tobacco.....	44.85	45.23	41.77	106.7	101.6	113.3	266.9	256.3	263.4			
Beverages.....	49.81	49.32	47.79	187.3	189.0	188.1	315.1	314.9	303.2			
Chemicals and allied products.....	50.20	49.78	47.43	101.1	100.5	99.5	186.3	183.8	173.4			
Clay, glass and stone products.....	48.01	48.14	45.28	154.1	154.5	149.3	300.5	302.1	274.8			
Electric light and power.....	51.35	51.23	48.54	175.7	177.3	176.7	286.8	288.8	272.7			
Electrical apparatus.....	50.47	50.27	48.01	184.1	180.9	163.7	340.5	333.2	294.2			
Iron and steel products.....	50.16	52.31	49.33	109.6	108.2	107.4	180.8	186.1	174.1			
Crude, rolled and forged products.....	54.79	55.14	53.03	147.2	141.1	139.0	219.1	211.3	200.0			
Machinery (other than vehicles).....	50.09	49.72	47.59	113.9	111.5	111.1	197.7	192.1	184.6			
Agricultural implements.....	49.45	50.54	44.65	172.4	173.3	178.3	315.7	324.4	294.6			
Land vehicles and aircraft.....	48.90	54.38	51.07	103.9	104.1	102.7	156.3	174.2	161.5			
Automobiles and parts.....	57.46	59.14	53.16	138.6	137.8	120.4	207.0	211.8	166.6			
Steel shipbuilding and repairing.....	49.24	48.84	47.03	73.2	74.2	71.3	120.2	120.7	111.8			
Heating appliances.....	47.09	46.14	44.42	149.4	145.8	151.1	265.3	253.8	253.9			
Iron and steel fabrication (n.e.s.).....	53.72	53.85	49.04	102.1	101.1	103.1	232.0	230.2	212.4			
Foundry and machine shop products.....	51.46	50.71	46.21	82.4	81.3	88.7	211.2	205.2	195.8			
Other iron and steel products.....	49.44	49.02	46.87	104.6	101.1	99.1	189.2	181.4	169.7			
Non-ferrous metal products.....	51.56	51.34	49.46	114.4	111.6	114.3	221.0	214.7	209.7			
Non-metallic mineral products.....	56.43	55.56	53.37	128.6	128.2	127.6	247.8	243.3	232.9			
Miscellaneous.....	39.95	39.97	37.91	163.1	159.2	158.9	290.1	283.4	268.7			
<b>Logging</b> .....	<b>43.89</b>	<b>42.58</b>	<b>43.13</b>	<b>133.8</b>	<b>124.8</b>	<b>101.6</b>	<b>292.9</b>	<b>263.2</b>	<b>217.9</b>			
<b>Mining</b> .....	<b>52.85</b>	<b>54.80</b>	<b>51.29</b>	<b>109.2</b>	<b>109.2</b>	<b>104.9</b>	<b>180.4</b>	<b>187.1</b>	<b>168.3</b>			
Coal.....	47.49	52.03	49.66	89.1	90.8	96.0	166.1	185.6	187.2			
Metallic ores.....	56.09	57.39	54.21	98.3	98.3	92.3	152.0	155.5	137.9			
Non-metallic minerals (except coal).....	51.36	52.04	46.64	201.4	197.6	178.9	379.8	377.6	308.0			
<b>Communications</b> .....	<b>41.60</b>	<b>42.54</b>	<b>41.00</b>	<b>220.9</b>	<b>220.5</b>	<b>208.4</b>	<b>331.2</b>	<b>338.2</b>	<b>308.8</b>			
Telegraphs.....	37.48	46.63	45.16	130.1	128.8	130.5	191.4	235.9	231.2			
Telephones.....	42.06	41.55	39.88	241.6	241.5	227.7	363.8	359.2	325.0			
<b>Transportation</b> .....	<b>47.33</b>	<b>53.30</b>	<b>51.80</b>	<b>143.0</b>	<b>146.9</b>	<b>147.2</b>	<b>206.7</b>	<b>239.0</b>	<b>232.6</b>			
Street railways, cartage and storage.....	48.38	47.96	46.91	162.7	161.8	159.7	270.1	266.5	256.9			
Steam railway operations.....	47.36	59.26	57.62	131.1	136.3	137.7	171.4	223.1	219.0			
Shipping and stevedoring.....	44.90	46.65	44.26	132.6	140.1	142.1	229.4	252.0	242.4			
<b>Construction and Maintenance</b> .....	<b>41.98</b>	<b>43.02</b>	<b>41.92</b>	<b>147.5</b>	<b>146.8</b>	<b>147.9</b>	<b>268.7</b>	<b>274.1</b>	<b>269.1</b>			
Building.....	47.04	46.54	45.27	198.4	194.1	188.2	326.3	315.8	297.9			
Highway.....	38.56	38.28	36.93	128.7	127.6	133.9	257.2	253.2	256.3			
Railway.....	32.62	42.20	43.06	93.2	99.4	102.7	153.4	211.6	223.0			
<b>Services (as indicated below)</b> .....	<b>28.76</b>	<b>29.06</b>	<b>27.94</b>	<b>154.8</b>	<b>155.0</b>	<b>157.0</b>	<b>269.1</b>	<b>272.3</b>	<b>262.2</b>			
Hotels and restaurants.....	26.03	26.52	25.84	167.4	167.7	166.2	288.5	294.4	284.1			
Personal (chiefly laundries).....	29.18	29.28	28.42	129.9	130.6	130.8	212.8	214.7	209.5			
<b>Trade</b> .....	<b>39.23</b>	<b>39.35</b>	<b>37.34</b>	<b>149.7</b>	<b>149.0</b>	<b>145.4</b>	<b>245.8</b>	<b>245.4</b>	<b>227.6</b>			
Retail.....	36.73	37.03	34.99	145.7	145.3	140.8	244.2	245.5	225.0			
Wholesale.....	45.35	45.06	43.02	163.8	162.3	161.2	249.2	245.3	233.0			
<b>Eight Leading Industries</b> .....	<b>44.26</b>	<b>45.26</b>	<b>43.26</b>	<b>134.9</b>	<b>133.9</b>	<b>132.4</b>	<b>231.7</b>	<b>235.2</b>	<b>221.9</b>			
<b>Finance</b> .....	<b>42.57</b>	<b>42.63</b>	<b>41.55</b>	<b>152.9</b>	<b>153.2</b>	<b>145.2</b>	<b>224.3</b>	<b>225.1</b>	<b>207.9</b>			
Banks and trust companies.....	38.09	38.11	37.12	161.8	161.9	155.1	236.4	236.6	221.0			
Brokerage and stock market operations.....	52.00	53.42	47.92	169.3	172.4	149.0	255.1	267.0	206.3			
Insurance.....	47.96	47.90	47.36	140.0	140.5	132.2	209.0	209.5	194.9			
<b>Nine Leading Industries</b> .....	<b>44.19</b>	<b>45.15</b>	<b>43.19</b>	<b>135.6</b>	<b>134.7</b>	<b>132.8</b>	<b>231.4</b>	<b>234.7</b>	<b>221.3</b>			

<sup>1</sup> Employment and earnings in the last pay period in August were affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Sept. 1, 1950				Aug. 1, 1950		Sept. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
<b>Manufacturing</b> .....	<b>860,685</b>	<b>246,841</b>	<b>77.7</b>	<b>22.3</b>	<b>78.1</b>	<b>21.9</b>	<b>77.2</b>	<b>22.8</b>
Animal products—edible.....	32,768	9,136	78.2	21.8	77.9	22.1	78.3	21.7
Fur and products.....	2,979	1,470	67.0	33.0	67.0	33.0	64.8	35.2
Leather and products.....	17,699	11,628	60.4	39.6	60.7	39.3	60.9	39.1
Boots and shoes.....	10,672	7,984	57.2	42.8	57.3	42.7	57.3	42.7
Lumber and products.....	84,766	6,975	92.4	7.6	92.6	7.4	92.3	7.7
Rough and dressed lumber.....	55,711	2,629	95.5	4.5	95.5	4.5	95.3	4.7
Furniture.....	17,759	2,368	88.2	11.8	88.6	11.4	89.1	10.9
Other lumber products.....	11,296	1,978	85.1	14.9	85.4	14.6	85.0	15.0
Plant products—edible.....	43,448	24,297	64.1	35.9	66.4	33.6	61.8	38.2
Pulp and paper products.....	96,258	22,980	80.7	19.3	80.7	19.3	80.2	19.8
Pulp and paper.....	49,125	2,535	95.1	4.9	95.0	5.0	94.7	5.3
Paper products.....	14,452	7,863	64.8	35.2	65.1	34.9	63.6	36.4
Printing and publishing.....	32,681	12,582	72.2	27.8	72.1	27.9	71.6	28.4
Rubber products.....	16,834	5,350	75.9	24.1	75.9	24.1	75.2	24.8
Textile products.....	75,732	85,153	47.1	52.9	47.4	52.6	46.2	53.8
Thread, yarn and cloth.....	39,614	21,474	64.8	35.2	65.4	34.6	64.3	35.7
Cotton yarn and cloth.....	15,114	8,999	62.7	37.3	63.0	37.0	61.6	38.4
Woolen yarn and cloth.....	8,316	5,954	58.3	41.7	59.2	40.8	58.6	41.4
Synthetic silk and silk goods.....	12,144	4,844	71.5	28.5	72.3	27.7	69.9	30.1
Hosiery and knit goods.....	8,147	13,829	37.1	62.9	37.2	62.8	36.1	63.9
Garments and personal furnishings.....	19,475	42,495	31.4	68.6	31.7	68.3	30.9	69.1
Other textile products.....	8,496	7,355	53.6	46.4	52.6	47.4	54.0	46.0
Tobacco.....	3,987	5,506	42.0	58.0	40.6	59.4	41.8	58.2
Beverages.....	19,216	2,613	88.0	12.0	88.1	11.9	89.3	10.7
Chemicals and allied products.....	33,822	10,539	76.2	23.8	76.2	23.8	75.6	24.4
Clay, glass and stone products.....	21,013	2,418	89.7	10.3	89.6	10.4	88.9	11.1
Electric light and power.....	31,645	4,523	87.5	12.5	87.6	12.4	88.1	11.9
Electrical apparatus.....	43,176	16,507	72.3	27.7	72.8	27.2	72.7	27.3
Iron and steel products.....	270,843	22,933	92.2	7.8	92.3	7.7	92.3	7.7
Crude, rolled and forged products.....	38,341	1,728	95.7	4.3	95.6	4.4	95.6	4.4
Machinery (other than vehicles).....	25,383	3,434	88.1	11.9	88.0	12.0	87.8	12.2
Agricultural implements.....	14,711	875	94.4	5.6	94.4	5.6	94.1	5.9
Land vehicles and aircraft.....	110,873	7,282	93.8	6.2	94.0	6.0	94.4	5.6
Automobiles and parts.....	48,806	5,546	89.8	10.2	89.8	10.2	89.5	10.5
Steel shipbuilding and repairing.....	13,942	512	96.5	3.5	96.5	3.5	96.3	3.7
Heating appliances.....	7,765	531	93.6	6.4	93.7	6.3	94.0	6.0
Iron and steel fabrication (n.e.s.).....	10,609	790	93.1	6.9	93.0	7.0	92.4	7.6
Foundry and machine shop products.....	7,456	390	95.0	5.0	95.3	4.7	95.5	4.5
Other iron and steel products.....	41,766	7,391	85.0	15.0	85.1	14.9	84.5	15.5
Non-ferrous metal products.....	39,921	5,924	87.1	12.9	87.3	12.7	86.7	13.3
Non-metallic mineral products.....	14,806	1,483	90.9	9.1	91.0	9.0	91.0	9.0
Miscellaneous.....	11,772	7,406	61.4	38.6	62.3	37.7	62.3	37.7
<b>Logging</b> .....	<b>62,879</b>	<b>983</b>	<b>98.5</b>	<b>1.5</b>	<b>98.5</b>	<b>1.5</b>	<b>98.2</b>	<b>1.8</b>
<b>Mining</b> .....	<b>88,728</b>	<b>2,181</b>	<b>97.6</b>	<b>2.4</b>	<b>97.6</b>	<b>2.4</b>	<b>97.7</b>	<b>2.3</b>
Coal.....	22,182	234	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores.....	46,040	869	98.1	1.9	98.1	1.9	97.9	2.1
Non-metallic minerals (except coal).....	20,506	1,078	95.0	5.0	94.8	5.2	95.3	4.7
<b>Communications</b> .....	<b>27,769</b>	<b>31,796</b>	<b>46.6</b>	<b>53.4</b>	<b>46.4</b>	<b>53.6</b>	<b>47.1</b>	<b>52.9</b>
Telegraphs.....	7,264	1,595	82.0	18.0	81.9	18.1	81.8	18.2
Telephones.....	17,886	29,172	38.0	62.0	37.8	62.2	39.3	60.7
<b>Transportation</b> .....	<b>173,997</b>	<b>10,789</b>	<b>94.2</b>	<b>5.8</b>	<b>94.0</b>	<b>6.0</b>	<b>93.8</b>	<b>6.2</b>
Street railways, cartage and storage.....	60,628	4,626	92.9	7.1	93.0	7.0	92.9	7.1
Steam railway operation.....	85,246	4,558	94.9	5.1	94.3	5.7	94.2	5.8
Shipping and stevedoring.....	28,123	1,605	94.6	5.4	95.0	5.0	94.4	5.6
<b>Construction and Maintenance</b> .....	<b>267,504</b>	<b>5,319</b>	<b>98.1</b>	<b>1.9</b>	<b>98.0</b>	<b>2.0</b>	<b>98.2</b>	<b>1.8</b>
Building.....	134,911	3,526	97.5	2.5	97.4	2.6	97.5	2.5
Highway.....	92,330	1,718	98.2	1.8	98.2	1.8	98.4	1.6
Railway.....	40,263	75	99.8	0.2	99.7	0.3	99.7	0.3
<b>Services (as specified below)</b> .....	<b>49,283</b>	<b>41,101</b>	<b>49.5</b>	<b>50.5</b>	<b>49.5</b>	<b>50.5</b>	<b>48.2</b>	<b>51.8</b>
Hotels and restaurants.....	25,371	24,717	50.7	49.3	50.6	49.4	49.6	50.4
Personal (chiefly laundries).....	7,485	12,369	37.7	62.3	37.7	62.3	38.4	61.6
<b>Trade</b> .....	<b>191,268</b>	<b>108,982</b>	<b>63.7</b>	<b>36.3</b>	<b>63.6</b>	<b>36.4</b>	<b>62.6</b>	<b>37.4</b>
Retail.....	124,114	88,997	58.2	41.8	58.1	41.9	56.8	43.2
Wholesale.....	67,154	19,985	77.1	22.9	77.2	22.8	76.3	23.7
<b>Eight Leading Industries</b> .....	<b>1,713,104</b>	<b>447,992</b>	<b>79.3</b>	<b>20.7</b>	<b>79.4</b>	<b>20.6</b>	<b>78.9</b>	<b>21.1</b>
<b>Finance</b> .....	<b>49,615</b>	<b>45,308</b>	<b>52.3</b>	<b>47.7</b>	<b>52.3</b>	<b>47.7</b>	<b>52.8</b>	<b>47.2</b>
Banks and trust companies.....	26,268	27,225	49.1	50.9	49.2	50.8	49.3	50.7
Brokerage and stock market operations.....	2,611	1,489	64.0	36.0	63.7	36.3	65.1	34.9
Insurance.....	20,736	16,614	55.5	44.5	55.5	44.5	56.7	43.3
<b>Nine Leading Industries</b> .....	<b>1,762,719</b>	<b>493,309</b>	<b>78.1</b>	<b>21.9</b>	<b>78.3</b>	<b>21.7</b>	<b>77.8</b>	<b>22.2</b>

**TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING**(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding		Average Hours Worked			Average Hourly Earnings		
		All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
		no.	no.	no.	cts.	cts.	cts.
Sept.	1, 1945.....	44-1	44-2	44-0	69-2	76-5	60-9
Sept.	1, 1946.....	42-7	42-6	42-7	70-6	76-5	65-1
Sept.	1, 1947.....	42-3	42-5	42-2	82-2	88-8	75-7
Sept.	1, 1948.....	41-7	42-0	41-5	93-4	100-9	85-8
Sept.	1, 1949.....	42-4	42-5	42-2	98-4	106-6	90-4
Oct.	1, 1949.....	42-7	43-0	42-5	99-3	107-8	91-0
Nov.	1, 1949.....	42-8	42-8	42-9	99-5	108-0	91-4
Dec.	1, 1949.....	42-9	43-0	42-9	100-0	108-7	91-5
*Jan.	1, 1950.....	39-9	40-3	39-6	101-1	109-3	92-9
Feb.	1, 1950.....	42-3	42-2	42-4	100-9	109-5	82-6
Mar.	1, 1950.....	42-5	42-6	42-5	101-4	109-8	93-1
April	1, 1950.....	42-8	43-0	42-6	101-7	110-0	93-6
May	1, 1950.....	42-6	42-9	42-4	102-5	110-6	94-3
June	1, 1950.....	42-0	42-2	41-7	103-5	111-4	95-5
July	1, 1950.....	42-5	42-9	42-2	103-9	111-8	95-7
Aug.	1, 1950.....	42-5	42-7	42-2	104-2	112-5	95-8
Sept.	1, 1950(1).....	41-9	41-5	42-3	104-4	112-9	96-0

\* The averages at this date were affected by loss of working time at the year-end holiday in the case of January 1.  
(1) See footnote 4 to Table C-9.

**TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING**SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding		All Manufactures <sup>1</sup>		Durable Manufactured Goods		Non-Durable Manufactured Goods	
		Average Weekly		Average Weekly		Average Weekly	
		Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Sept.	1, 1945.....	\$ 32.51	\$ 30.52	\$ 35.38	\$ 33.81	\$ 29.60	\$ 26.80
Sept.	1, 1946.....	32.59	30.15	34.65	32.59	30.82	27.80
Sept.	1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Sept.	1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Sept.	1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct.	1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov.	1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec.	1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan.	1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb.	1, 1950.....	45.25	42.68	48.33	46.21	42.49	39.26
Mar.	1, 1950.....	45.68	43.10	48.94	46.77	42.74	39.57
Apr.	1, 1950.....	46.04	43.53	49.34	47.30	43.06	39.87
May	1, 1950.....	46.16	43.67	49.46	47.45	43.18	39.98
June	1, 1950.....	45.93	43.47	49.06	47.01	43.05	39.82
July	1, 1950.....	46.57	44.16	49.89	47.96	43.51	40.39
Aug.	1, 1950.....	46.59	44.29	49.87	48.04	43.53	40.43
Sept.	1, 1950(2).....	46.10	43.74	46.77	46.85	45.47	40.61

\* See footnote to Table C-6. <sup>1</sup> Exclusive of electric light and power. <sup>2</sup> See footnote 4 to Table C-9.

**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949	Sept. 1, 1950	Aug. 1, 1950	Sept. 1, 1949
Nova Scotia.....	42-7	43-7	42-9	91-5	91-1	90-7
New Brunswick.....	43-3	45-6	44-6	91-1	90-1	88-1
Quebec.....	43-8	44-0	43-8	93-4	93-3	89-5
Ontario.....	41-5	42-1	41-8	110-5	110-3	103-0
Manitoba.....	39-2	42-3	43-0	98-8	99-5	95-8
Saskatchewan.....	40-8	41-8	42-6	104-2	103-4	101-1
Alberta.....	39-4	41-7	42-9	102-7	102-2	99-1
British Columbia.....	38-0	38-0	38-2	125-4	124-8	116-9
Montreal.....	41-5	41-9	42-3	98-0	98-1	94-3
Toronto.....	40-8	40-9	40-6	107-6	108-1	102-1
Hamilton.....	39-8	40-4	41-4	122-7	122-1	112-4
Windsor.....	42-2	43-5	39-8	133-5	134-0	125-1
Winnipeg.....	38-6	41-8	42-7	97-9	98-6	95-1
Vancouver.....	37-3	37-6	37-6	125-0	124-9	115-8



**TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.  
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Sept. 1 1950 <sup>1</sup>	Aug. 1 1950	Sept. 1 1949	Sept. 1 1950 <sup>1</sup>	Aug. 1 1950	Sept. 1 1949	Sept. 1 1950 <sup>1</sup>	Aug. 1 1950	Sept. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Manufacturing</b> .....	<b>41-9</b>	<b>42-5</b>	<b>42-4</b>	<b>104-4</b>	<b>104-2</b>	<b>98-4</b>	<b>43.74</b>	<b>44.29</b>	<b>41.72</b>
* Durable manufactured goods.....	41-5	42-7	42-5	112-9	112-5	106-6	46.85	48.04	45.31
Non-durable manufactured goods.....	42-3	42-2	42-2	96-0	95-8	90-4	40.61	40.43	38.15
Animal products—edible.....	41-7	43-1	42-4	97-6	97-6	94-8	40.78	42.07	40.20
Dairy products.....	46-9	46-9	46-7	76-9	76-6	74-1	36.07	35.93	34.60
Meat products.....	41-8	42-5	42-7	109-3	108-7	104-5	45.69	46.20	44.62
Leather products.....	40-0	39-6	40-5	79-0	78-3	75-3	31.60	31.01	30.50
Leather boots and shoes.....	39-2	38-7	40-1	76-8	75-8	72-9	30-11	29-33	29-23
* Lumber products.....	41-6	42-2	42-3	96-4	95-1	90-1	40-10	40-13	38-11
Rough and dressed lumber.....	41-0	41-7	41-9	101-9	100-1	94-4	41-78	41-74	39-55
Containers.....	43-7	45-6	44-1	81-9	80-5	80-0	35-79	36-71	35-28
Furniture.....	42-4	42-6	42-7	89-5	88-7	86-3	37-95	37-79	36-85
* Musical instruments.....	42-9	44-3	43-4	87-2	86-1	83-0	37-41	38-14	36-02
Plant products—edible.....	42-4	42-5	42-6	79-7	79-1	75-3	33-79	33-62	32-08
Flour and other milled products.....	43-9	45-0	46-0	98-1	97-4	94-0	43-07	43-83	43-24
Fruit and vegetable preserving.....	38-5	38-2	40-9	73-6	73-0	72-0	28-34	27-89	28-71
Bread and bakery products.....	45-1	45-1	44-2	82-0	81-1	78-3	36-98	36-58	34-61
Chocolate and cocoa products.....	41-3	41-1	42-4	71-3	71-6	66-8	29-45	29-43	28-32
Pulp and paper products.....	45-2	45-5	44-7	115-6	115-7	108-1	52-25	52-64	48-32
Pulp and paper mills.....	49-1	49-3	47-6	120-4	120-9	113-7	59-12	59-60	54-12
Paper products.....	42-7	43-0	43-2	91-2	91-0	85-1	38-94	39-13	36-76
Printing and publishing.....	40-2	40-6	40-4	122-5	121-7	113-6	49-25	49-41	45-89
Rubber products.....	42-3	41-4	41-0	112-4	112-3	104-1	47-55	46-49	42-68
Textiles—all branches.....	40-8	40-0	40-6	82-7	82-2	80-0	33-74	32-88	32-48
Thread, yarn and cloth.....	43-4	42-9	42-5	85-9	85-4	83-7	37-28	36-64	35-57
Cotton yarn and cloth.....	42-5	42-5	40-7	86-5	87-0	84-6	36-76	36-98	34-43
Woolen yarn and cloth.....	43-5	42-5	43-5	82-9	82-1	79-5	36-06	34-89	34-58
Synthetic silk and silk goods.....	44-9	44-3	44-2	86-9	85-2	85-8	39-02	37-74	37-92
Hosiery and knit goods.....	40-2	38-4	40-6	78-3	77-4	74-5	31-48	29-72	30-25
Garments and personal furnishings.....	37-5	36-4	37-8	79-3	78-3	77-0	29-74	28-50	29-11
Tobacco.....	40-9	41-8	43-5	101-3	97-5	88-8	41-43	40-76	38-63
Beverages.....	43-2	43-5	43-5	103-2	101-5	98-1	44-58	44-15	42-67
Distilled and malt liquor.....	42-7	43-0	42-6	109-7	108-4	105-2	46-84	46-61	44-82
Chemicals and allied products.....	43-1	42-9	43-1	104-6	104-0	98-9	45-08	44-62	42-63
Drugs and medicines.....	41-5	41-5	41-1	87-1	85-2	82-3	36-15	35-36	33-83
* Clay, glass and stone products.....	44-3	45-2	44-7	104-0	102-8	97-3	46-27	46-47	43-49
Glass products.....	43-6	45-5	44-8	100-3	98-9	92-9	43-73	45-00	41-62
Lime, gypsum and cement products.....	45-7	46-8	45-7	103-9	102-7	98-6	47-48	48-06	45-06
* Electrical apparatus.....	41-1	41-0	41-1	116-0	115-9	109-3	47-68	47-52	44-92
Heavy electrical apparatus <sup>1</sup> .....	41-2	41-3	42-8	132-4	130-7	120-2	54-55	53-98	51-45
* Iron and steel products.....	41-1	43-0	42-5	118-6	118-4	112-1	48-74	50-91	47-64
Crude, rolled and forged products.....	42-4	42-8	43-9	126-5	125-7	117-8	53-64	53-80	51-71
Primary iron and steel.....	42-1	42-9	43-9	126-6	127-5	119-6	54-14	54-70	52-50
Machinery (other than vehicles).....	43-0	43-6	43-2	110-1	109-5	104-6	47-34	47-74	45-19
Agricultural implements.....	38-0	38-5	37-3	123-8	126-4	112-3	47-04	48-66	41-89
Land vehicles and aircraft.....	39-0	43-8	42-5	123-2	122-4	116-7	48-05	53-61	49-60
Railway rolling stock.....	34-0	44-3	44-3	112-0	112-4	112-1	38-98	49-79	49-66
Automobiles and parts.....	42-3	43-5	40-7	131-7	132-0	123-8	55-71	57-42	50-39
Aeroplanes and parts.....	43-7	43-3	43-0	116-7	115-1	107-7	51-00	49-84	46-31
Steel shipbuilding and repairing.....	43-3	43-0	41-8	110-6	110-5	109-2	47-89	47-52	45-65
Iron and steel fabrications n.e.s.....	42-7	42-9	42-2	116-7	116-2	106-5	49-83	49-85	44-94
Hardware, tools and cutlery.....	42-4	42-3	42-1	102-0	101-8	98-1	43-25	43-06	41-30
Foundry and machine shop products.....	43-1	42-6	40-9	117-3	116-7	109-8	50-56	49-71	44-91
Sheet metal work.....	43-2	42-7	43-5	109-3	107-5	102-4	47-22	45-90	44-54
* Non-ferrous metal products.....	42-9	42-8	43-4	112-8	113-2	107-6	48-39	48-45	46-70
Smelting and refining.....	43-8	43-7	45-1	123-6	124-3	115-6	54-14	54-32	52-14
Aluminum and its products.....	42-2	41-5	42-7	101-1	101-4	100-0	42-66	42-08	42-70
Brass and copper manufacturing.....	42-2	42-2	41-5	108-1	107-6	105-7	45-62	45-41	43-87
Non-metallic mineral products.....	42-3	41-6	41-9	124-1	122-6	118-2	52-49	51-00	49-53
Petroleum and its products.....	40-7	40-1	40-8	134-0	132-7	126-0	54-54	53-21	51-41
Miscellaneous manufactured products.....	41-0	41-4	41-1	90-6	89-8	86-1	37-15	37-18	35-39
<b>Mining</b> .....	<b>41-6</b>	<b>43-7</b>	<b>42-9</b>	<b>121-2</b>	<b>121-5</b>	<b>115-8</b>	<b>50-42</b>	<b>53-10</b>	<b>49-68</b>
Coal.....	35-4	39-8	38-4	129-3	129-3	126-9	45-77	51-46	48-73
Metallic ores.....	43-8	45-2	45-1	122-3	122-5	115-9	53-57	55-37	52-27
Non-metallic minerals (except coal).....	43-7	44-7	43-6	109-9	109-8	101-0	48-03	49-08	44-04
<b>Local Transportation<sup>2</sup></b> .....	<b>45-3</b>	<b>45-3</b>	<b>46-1</b>	<b>105-9</b>	<b>105-2</b>	<b>101-3</b>	<b>47-97</b>	<b>47-66</b>	<b>46-70</b>
<b>Building Construction</b> .....	<b>40-3</b>	<b>40-2</b>	<b>41-1</b>	<b>114-1</b>	<b>112-5</b>	<b>107-8</b>	<b>45-98</b>	<b>45-23</b>	<b>44-31</b>
<b>Highway Construction</b> .....	<b>42-2</b>	<b>41-9</b>	<b>39-4</b>	<b>86-1</b>	<b>86-1</b>	<b>85-1</b>	<b>36-33</b>	<b>36-08</b>	<b>33-53</b>
<b>Services (as indicated below)</b> .....	<b>41-8</b>	<b>42-5</b>	<b>42-5</b>	<b>64-5</b>	<b>64-7</b>	<b>63-0</b>	<b>26-96</b>	<b>27-50</b>	<b>26-78</b>
Hotels and restaurants.....	42-6	43-8	43-4	62-2	62-9	61-6	26-50	27-55	26-73
Personal (chiefly laundries).....	40-1	40-0	40-5	69-3	68-7	66-2	27-79	27-48	26-81

\* Industries classed in the durable manufactured goods industries.

<sup>1</sup> Based upon June 1, 1941 as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows: 1950, July 1, 249-5; August 1, 248-0; and September 1, 251-2; 1949, September 1, 228-1.

<sup>2</sup> Chiefly street and electric railways.

<sup>3</sup> For information respecting the sex distribution of persons in recorded employment, see Table C-5.

<sup>4</sup> The situation in the last pay periods in August was affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Monthly Average 1945.....	45.0	cts. 69.4	\$ 31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:						
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	138.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	137.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	101.1	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	100.9	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	101.4	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	101.7	43.53	144.0	132.7	108.5
May 1, 1950.....	42.4*	102.5	43.46*	143.8	132.7	108.4
June 1, 1950.....	42.0	103.5	43.47	143.8	133.8	107.5
July 1, 1950.....	42.5	103.9	44.16	146.1	135.5	107.8
August 1, 1950.....	42.5	104.2	44.29	146.6	136.3	107.6
September 1, 1950 <sup>(1)</sup> .....	41.9 <sup>(2)</sup>	104.4	43.74	144.7	137.4	105.3

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950, 42.6 hours, \$43.67.

(1) The situation in the last pay period in August was affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

(2) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH**

(SOURCE: Form UIC 757)

Month		Unfiled Vacancies			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
October 1945		113,840	39,415	153,255	95,576	33,093	128,669
October 1946		95,814	45,820	141,634	111,219	31,040	142,259
October 1947		73,892	35,430	109,322	58,736	28,585	87,321
October 1948		41,047	22,870	63,917	56,725	30,607	87,332
October 1949		20,837	20,629	41,466	101,504	41,543	143,047
November 1949		14,535	15,200	29,735	122,664	49,702	172,366
December 1949		10,400	12,085	22,485	164,345	56,439	220,784
January 1950		7,971	9,748	17,719	218,769	55,188	273,957
February 1950		8,315	10,076	18,391	301,039	74,557	375,596
March 1950		9,614	11,429	21,043	300,352	75,646	375,998
April 1950		11,967	12,032	23,999	349,098	79,193	428,291
May 1950		18,635	15,386	34,021	310,044	77,797	387,841
June 1950		25,038	16,375	41,413	184,335	70,062	254,397
July 1950		24,392	15,519	39,911	136,291	68,280	204,571
August 1950		26,391	13,582	39,973	99,100	58,188	157,288
September 1950		29,631	16,559	46,190	97,634	53,969	151,603
October 1950		47,469	17,322	64,791	79,760	53,314	133,074
November 1950 <sup>(1)</sup>		41,144	13,085	54,229	89,690	57,313	147,003

(<sup>1</sup>) Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 28, 1950**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from August 31, 1950	
				Absolute	Percentage
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,559</b>	<b>457</b>	<b>4,016</b>	<b>+1,706</b>	<b>+73.9</b>
<b>Logging</b> .....	<b>16,792</b>	<b>10</b>	<b>16,792</b>	<b>+9,049</b>	<b>+116.9</b>
Pulpwood.....	13,725	2	13,727	+7,674	+126.8
Lumber.....	2,989	5	2,994	+1,364	+83.7
Other logging.....	68	3	71	+11	+18.3
<b>Mining</b> .....	<b>1,405</b>	<b>34</b>	<b>1,439</b>	<b>+570</b>	<b>+65.6</b>
Coal.....	129	2	131	+3	+2.3
Metallic ores—					
Iron.....	67	3	70	+3	+4.5
Gold.....	370	4	374	+22	+6.3
Nickel.....	642	—	642	+446	+227.6
Other metallic ores and non-metallic minerals.....	133	11	144	+51	+54.8
Prospecting and oil producing.....	64	14	78	+45	+136.4
<b>Manufacturing</b> .....	<b>8,504</b>	<b>4,881</b>	<b>13,385</b>	<b>+2,260</b>	<b>+20.3</b>
Food and kindred products.....	840	624	1,464	+47	+3.3
Textiles, apparel, etc.....	746	2,627	3,373	+514	+18.0
Lumber and finished lumber products.....	1,366	115	1,481	+288	+24.1
Pulp and paper products and printing.....	1,181	209	1,390	+511	+58.1
Chemicals and allied products.....	322	124	446	+97	+27.8
Products of petroleum and coal.....	36	4	40	+6	+17.6
Rubber products.....	94	111	205	-8.9	-76.7
Leather and products.....	186	250	436	-11	-2.5
Stone, clay and glass products.....	236	37	273	+53	+24.1
Iron and steel and products.....	860	68	928	+122	+15.1
Non-ferrous metals and products.....	538	130	668	+148	+28.5
Machinery.....	518	75	593	-24	-3.9
Electrical equipment and products.....	340	155	495	+54	+12.2
Transportation equipment and other manufacturing.....	1,241	352	1,593	+366	+29.8
<b>Construction</b> .....	<b>6,306</b>	<b>68</b>	<b>6,374</b>	<b>+2,196</b>	<b>+52.6</b>
<b>Transportation and Storage</b> .....	<b>1,958</b>	<b>108</b>	<b>2,066</b>	<b>+857</b>	<b>+70.9</b>
<b>Communications, and Other Public Utilities</b> .....	<b>381</b>	<b>176</b>	<b>557</b>	<b>+5</b>	<b>+0.9</b>
<b>Trade</b> .....	<b>3,865</b>	<b>3,988</b>	<b>6,953</b>	<b>+1,464</b>	<b>+26.7</b>
Wholesale.....	1,375	519	1,894	+307	+19.3
Retail.....	2,490	2,569	5,059	+1,157	+29.7
<b>Finance, Insurance, Real Estate</b> .....	<b>999</b>	<b>788</b>	<b>1,787</b>	<b>-8</b>	<b>-0.5</b>
<b>Service</b> .....	<b>3,714</b>	<b>7,709</b>	<b>11,423</b>	<b>+503</b>	<b>+4.6</b>
Public.....	1,083	378	1,461	+239	+19.6
Domestic.....	116	3,669	3,785	+484	+14.7
Personal.....	1,525	3,282	4,807	-334	-6.5
Other service.....	990	380	1,370	+114	+9.1
<b>All Industries</b> .....	<b>47,473</b>	<b>17,319</b>	<b>64,792</b>	<b>+18,602</b>	<b>+40.3</b>



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 28, 1950**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,200	346	1,546	3,203	1,039	4,242
Clerical Workers.....	2,179	3,464	5,643	5,282	16,240	21,522
Sales Workers.....	1,637	1,569	3,206	3,030	8,061	11,091
Personal and Domestic Service Workers	1,177	6,821	7,998	9,182	9,084	18,266
Seamen.....	50	.....	50	813	9	822
Agriculture and Fishing.....	3,493	120	3,613	848	148	996
Skilled and Semiskilled Workers.....	25,954	3,061	29,015	26,762	9,447	36,209
Food and kindred products.....	139	66	205	597	460	1,057
Textiles, clothing, etc.....	267	2,305	2,572	1,033	5,365	6,398
Lumber and wood products.....	17,754	2	17,756	2,058	63	2,121
Pulp, paper and printing.....	134	31	165	377	332	709
Leather and products.....	83	159	242	591	498	1,089
Stone, clay and glass products.....	31	2	33	72	27	99
Metalworking.....	1,726	42	1,768	3,740	384	4,124
Electrical.....	209	25	234	703	224	927
Transportation equipment, n.e.c.....	24	.....	24	282	82	364
Mining.....	228	.....	228	784	4	788
Construction.....	1,884	.....	1,884	5,358	3	5,361
Transportation (except seamen).....	1,145	7	1,152	4,037	32	4,069
Communications and public utility.....	57	.....	57	176	3	179
Trade and service.....	329	239	568	853	763	1,616
Other skilled and semiskilled.....	1,566	158	1,724	4,155	944	5,099
Foremen.....	111	8	119	620	174	794
Apprentices.....	267	17	284	1,326	89	1,415
Unskilled Workers.....	11,779	1,941	13,720	30,640	9,286	39,926
Food and tobacco.....	311	378	689	540	1,370	1,910
Lumber and lumber products.....	709	33	742	974	214	1,188
Metalworking.....	609	43	652	1,144	233	1,377
Construction.....	3,950	.....	3,950	3,404	2	3,406
Other unskilled workers.....	6,200	1,487	7,687	24,578	7,467	32,045
<b>Total.....</b>	<b>47,469</b>	<b>17,322</b>	<b>64,791</b>	<b>79,760</b>	<b>53,314</b>	<b>133,074</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF SEPTEMBER 1950**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	2,736	2,816	1,822
Logging.....	4,432	742	590
Mining.....	502	332	223
Manufacturing.....	7,679	7,316	4,964
Food and kindred products.....	1,352	1,308	889
Textiles, apparel, etc.....	1,192	1,062	687
Lumber and finished lumber products.....	1,023	927	703
Pulp and paper products and printing.....	494	486	325
Chemicals and allied products.....	325	309	200
Products of petroleum and coal.....	49	44	32
Rubber products.....	121	113	68
Leather and products.....	219	221	134
Stone, clay and glass products.....	204	201	126
Iron and steel and products.....	644	687	447
Non-ferrous metals and products.....	370	324	221
Machinery.....	378	396	253
Electrical equipment and products.....	340	343	225
Transportation equipment and other manufacturing.....	968	895	654
Construction.....	5,077	4,421	3,415
Transportation and Storage.....	1,972	1,627	1,238
Communications, and other Public Utilities.....	297	288	186
Trade.....	4,009	4,074	2,465
Finance, Insurance, Real Estate.....	470	432	223
Service.....	7,198	6,729	4,809
<b>All Industries.....</b>	<b>34,372</b>	<b>28,777</b>	<b>19,935</b>

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED  
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Oct. 26, 1950
					Regular	Casual		
<b>Newfoundland.....</b>	<b>756</b>	<b>832</b>	<b>1,632</b>	<b>233</b>	<b>80</b>	<b>2</b>	<b>5,526</b>	<b>3,501</b>
Corner Brook.....	610	755	260	66	14		818	312
Grand Falls.....	1		53				483	362
St. John's.....	145	77	1,319	167	66	2	4,225	2,827
<b>Prince Edward Island.....</b>	<b>931</b>	<b>678</b>	<b>730</b>	<b>456</b>	<b>296</b>	<b>41</b>	<b>792</b>	<b>696</b>
Charlottetown.....	345	220	491	246	137		551	476
Summerside.....	586	458	239	210	159	5	241	220
<b>Nova Scotia.....</b>	<b>2,513</b>	<b>782</b>	<b>6,041</b>	<b>2,966</b>	<b>1,653</b>	<b>477</b>	<b>8,940</b>	<b>9,039</b>
Amherst.....	35	2	130	37	23	10	223	242
Bridgewater.....	28	13	153	26	7	12	227	246
Halifax.....	1,061	544	2,373	1,231	586	263	3,304	3371
Inverness.....	15	5	50	16	16		135	139
Kentville.....	193	67	238	143	149	4	405	399
Liverpool.....	8	3	94	10	6		156	202
New Glasgow.....	604	48	815	699	537	34	868	964
Springhill.....	1		73	1	1		161	161
Sydney.....	361	44	1,562	530	197	131	2,636	2,274
Truro.....	125	52	284	153	53	23	349	354
Yarmouth, Shelbourne.....	82	4	269	120	78		476	687
<b>New Brunswick.....</b>	<b>3,696</b>	<b>1,403</b>	<b>7,577</b>	<b>4,646</b>	<b>1,820</b>	<b>890</b>	<b>6,832</b>	<b>6,832</b>
Bathurst.....	62	11	264	117	7	37	324	297
Campbellton.....	132	91	311	150	35	8	380	281
Edmundston.....	435	281	1,643	1,219	144	5	167	191
Fredericton.....	326	197	416	342	168	55	372	368
Minto.....	101	10	196	134	88	4	215	199
Moncton.....	1,278	337	2,095	1,368	677	410	1,983	1,914
Newcastle.....	113	76	251	152	36		493	376
Saint John.....	460	138	1,507	530	317	87	2,399	2,617
St. Stephen.....	306	29	464	336	51	253	252	340
Sussex.....	53	31	79	30	13	7	136	121
Woodstock.....	430	202	351	268	284	24	111	128
<b>Quebec.....</b>	<b>31,637</b>	<b>18,112</b>	<b>35,529</b>	<b>26,801</b>	<b>15,218</b>	<b>1,312</b>	<b>42,784</b>	<b>44,187</b>
Asbestos.....	83	70	81	31	14	9	146	156
Beauharnois.....	74	14	219	67	38		331	348
Buckingham.....	67	27	127	83	56	1	140	192
Causapscal.....	122	459	81	52	25		182	142
Chandler.....	229	163	143	139	81	35	260	153
Chicoutimi.....	256	642	696	474	175	10	682	735
Dolbeau.....	13		54	15	8	1	107	111
Drummondville.....	170	29	500	178	114	13	1,009	1,128
Farnham.....	178	111	210	67	53		318	203
Granby.....	142	25	410	182	101	24	579	624
Hull.....	350	146	751	465	185	2	1,075	1,047
Joliette.....	232	193	276	224	82		531	503
Jonquiere.....	237	82	436	258	118		447	639
Lachute.....	117	35	191	138	82	2	212	192
La Malbaie.....	164	197	121	17	9	3	172	209
La Tuque.....	1,837	1,610	405	215	208		291	352
Levis.....	105	66	496	225	65	10	998	891
Matane.....	114	436	84	16	53		144	175
Megantic.....	496	120	235	186	216		124	124
Mont-Laurier.....	70	240	77	47	25	5	109	98
Montmagny.....	27	110	237	58	21	3	297	269
Montreal.....	15,345	6,376	15,204	13,767	8,764	736	18,248	18,129
Port Alfred.....	85	117	68	37	52		271	267
Quebec.....	2,572	1,336	3,731	2,637	1,160	202	4,840	5,360
Rimouski.....	936	832	170	146	113		253	284
Riviere du Loup.....	83	42	1,693	1,494	37		413	333
Rouyn.....	332	73	454	407	201	21	355	456
Ste. Agathe.....	180	110	133	102	64	5	99	100
Ste. Anne de Bellevue.....	74	14	204	85	60	3	164	160
Ste. Therese.....	88	18	149	115	84		304	442
St. Georges de Beauce.....	482	398	465	423	240	38	475	498
St. Hyacinthe.....	418	219	325	305	251	4	521	630
St. Jean.....	478	168	403	443	258	4	509	589
St. Jerome.....	412	135	472	353	241	1	368	372
St. Joseph d'Alma.....	258	402	666	320	277	1	587	552
Shawinigan Falls.....	243	78	574	274	149	1	916	1,107
Sherbrooke.....	890	288	1,377	834	478	94	1,657	1,731
Sorel.....	180	146	621	82	27		789	1,006
Thetford Mines.....	122	40	387	264	97	3	574	573
Three Rivers.....	1,147	715	1,107	820	419	27	1,566	1,756
Val d'Or.....	1,771	1,709	400	271	160	22	337	280
Valleyfield.....	258	44	768	291	246		961	785
Victoriaville.....	200	77	328	194	111	32	423	486

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED  
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Oct. 26, 1950
					Regular	Casual		
<b>Ontario.....</b>	<b>57,581</b>	<b>27,252</b>	<b>54,187</b>	<b>45,730</b>	<b>27,511</b>	<b>5,222</b>	<b>35,504</b>	<b>38,512</b>
Amprior.....	373	291	166	157	97	17	49	47
Barrie.....	470	181	477	465	336	5	150	155
Belleville.....	803	82	591	810	568	67	433	533
Bracebridge.....	80	26	111	80	48	5	80	73
Brampton.....	171	87	162	168	114	.....	82	73
Brantford.....	848	157	1,103	794	515	111	851	879
Brockville.....	251	5	274	278	134	113	101	133
Carleton Place.....	29	5	71	49	28	.....	137	122
Chatham.....	627	128	729	683	404	61	348	659
Cobourg.....	245	18	320	334	211	49	174	148
Collingwood.....	86	19	125	92	85	1	173	259
Cornwall.....	367	80	621	470	232	34	571	946
Fort Erie.....	55	18	179	68	30	2	213	168
Fort Frances.....	494	433	122	112	65	12	56	48
Fort William.....	513	482	838	478	303	43	558	590
Galt.....	378	180	365	275	178	12	335	335
Gananoque.....	58	3	77	62	51	5	47	80
Goderich.....	83	45	113	100	45	13	58	40
Guelph.....	395	174	516	398	204	52	329	298
Hamilton.....	3,226	1,011	4,435	3,485	1,775	633	3,613	4,024
Hawkesbury.....	49	19	151	75	27	1	179	185
Ingersoll.....	135	50	132	109	81	15	74	74
Kapuskasing.....	680	762	418	468	428	.....	26	33
Kenora.....	81	417	161	76	59	.....	175	177
Kingston.....	772	277	892	845	485	46	694	697
Kirkland Lake.....	445	308	358	346	159	33	257	271
Kitchener-Waterloo.....	780	359	705	820	543	35	266	284
Leamington.....	226	25	344	268	150	45	175	295
Lindsay.....	139	59	148	145	60	27	129	131
Listowel.....	59	53	74	63	37	3	93	88
London.....	2,599	1,213	2,869	2,596	1,139	741	980	1,105
Midland.....	111	37	260	153	76	.....	333	331
Napanea.....	93	18	97	99	70	3	65	72
New Toronto.....	806	333	715	498	352	2	541	555
Niagara Falls.....	468	56	704	462	326	16	473	510
North Bay.....	646	252	611	572	347	56	240	278
Orillia.....	207	26	260	222	156	20	185	198
Oshawa.....	1,747	641	2,179	1,752	1,095	62	1,116	1,062
Ottawa.....	2,140	802	2,066	1,925	986	183	2,278	2,064
Owen Sound.....	312	88	362	348	202	35	261	319
Parry Sound.....	84	9	93	69	65	.....	49	42
Pembroke.....	362	104	534	347	216	14	276	309
Perth.....	72	17	163	145	66	10	91	103
Peterborough.....	407	91	696	548	312	.....	770	828
Picton.....	83	19	78	66	53	.....	47	75
Port Arthur.....	6,112	3,728	940	766	674	6	584	614
Port Colborne.....	135	61	277	116	85	3	288	266
Prescott.....	63	44	86	90	58	.....	74	64
Renfrew.....	136	25	179	160	109	8	85	90
St. Catharines.....	1,009	335	1,075	866	518	100	993	1,085
St. Thomas.....	394	131	452	481	290	7	194	236
Sarnia.....	418	86	599	532	329	12	322	326
Sault Ste. Marie.....	269	166	372	269	285	7	405	442
Simcoe.....	256	74	268	243	149	4	129	176
Sioux Lookout.....	117	103	144	132	61	8	63	73
Smiths Falls.....	82	19	195	89	58	10	304	271
Stratford.....	258	84	305	286	118	84	205	196
Sturgeon Falls.....	219	30	216	200	143	26	712	752
Sudbury.....	2,593	1,797	1,152	1,012	693	142	712	752
Timmins.....	927	625	508	568	272	74	472	658
Toronto.....	18,380	9,524	16,063	14,431	9,046	1,704	7,964	8,858
Trenton.....	223	56	274	309	174	.....	162	198
Walkerton.....	87	80	101	70	28	.....	104	96
Wallaceburg.....	324	12	419	321	256	55	160	161
Welland.....	457	54	571	420	191	81	513	442
Weston.....	507	372	359	339	245	.....	308	313
Windsor.....	1,334	270	2,914	1,444	667	307	3,150	3,487
Woodstock.....	226	116	253	204	149	.....	98	137
<b>Manitoba.....</b>	<b>9,066</b>	<b>4,450</b>	<b>8,541</b>	<b>6,687</b>	<b>3,844</b>	<b>1,337</b>	<b>6,488</b>	<b>7,232</b>
Brandon.....	1,315	609	687	535	708	13	410	504
Dauphin.....	255	74	165	74	114	5	106	181
Flin Flon.....	132	44	151	154	83	9	63	136
Portage la Prairie.....	318	106	268	244	195	6	130	154
The Pas.....	209	179	51	30	142	.....	39	38
Winnipeg.....	6,837	3,438	7,219	5,650	2,702	1,304	5,740	6,269



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR  
FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1950: UNPLACED  
APPLICANTS AS AT OCTOBER 26, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at October 26, 1950
					Regular	Casual		
<b>Saskatchewan</b> .....	<b>6,049</b>	<b>2,050</b>	<b>5,824</b>	<b>5,370</b>	<b>3,403</b>	<b>662</b>	<b>2,927</b>	<b>3,955</b>
Estevan.....	238	99	166	177	133	3	29	33
Moose Jaw.....	687	291	630	629	406	58	381	501
North Battleford.....	192	108	150	154	122	1	175	203
Prince Albert.....	575	148	550	533	312	21	398	625
Regina.....	2,058	471	2,120	2,116	1,238	369	543	725
Saskatoon.....	1,542	568	1,582	1,214	788	159	1,051	1,385
Swift Current.....	150	118	127	126	71	4	116	148
Weyburn.....	209	63	179	159	116	18	56	75
Yorkton.....	389	184	320	262	212	19	178	255
<b>Alberta</b> .....	<b>10,882</b>	<b>3,870</b>	<b>10,237</b>	<b>9,154</b>	<b>6,062</b>	<b>1,154</b>	<b>5,678</b>	<b>6,605</b>
Blairmore.....	136	91	68	46	68	.....	103	130
Calgary.....	4,581	1,396	4,257	4,191	2,581	477	2,203	2,584
Drumheller.....	140	32	124	105	116	.....	169	181
Edmonton.....	4,314	1,433	4,622	3,853	2,406	631	2,382	2,769
Edson.....	216	165	97	77	102	.....	53	62
Lethbridge.....	775	497	566	514	337	45	336	441
Medicine Hat.....	169	47	235	113	91	.....	199	206
Red Deer.....	551	209	268	255	361	1	233	232
<b>British Columbia</b> .....	<b>14,375</b>	<b>5,584</b>	<b>19,453</b>	<b>13,065</b>	<b>7,184</b>	<b>1,571</b>	<b>18,232</b>	<b>21,551</b>
Chilliwack.....	252	69	412	300	192	70	394	505
Courtenay.....	49	48	233	34	28	.....	13	184
Cranbrook.....	89	34	83	58	41	.....	113	143
Dawson Creek.....	231	61	198	198	184	.....	46	50
Duncan.....	274	130	249	327	140	11	135	187
Kamloops.....	375	194	299	200	130	.....	170	153
Kelowna.....	644	186	637	654	514	103	196	166
Nanaimo.....	191	33	547	266	103	51	425	536
Nelson.....	285	133	262	260	187	4	146	146
New Westminster.....	786	333	1,926	762	494	105	2,462	3,181
Penticton.....	765	604	211	194	164	1	145	140
Port Alberni.....	206	72	230	244	117	12	135	183
Prince George.....	959	392	519	554	442	63	121	151
Prince Rupert.....	354	147	291	261	211	.....	223	264
Princeton.....	89	49	75	62	42	.....	27	25
Trail.....	221	60	292	227	167	7	208	223
Vancouver.....	7,170	2,490	10,790	6,989	3,001	1,028	11,112	12,985
Vernon.....	375	131	497	442	406	10	114	141
Victoria.....	884	361	1,545	882	518	106	1,842	2,064
Whitehorse.....	176	57	157	157	133	.....	82	124
<b>Canada</b> .....	<b>137,486</b>	<b>65,013</b>	<b>149,751</b>	<b>115,108</b>	<b>67,071</b>	<b>12,668</b>	<b>133,703</b>	<b>142,410</b>
Males.....	102,560	47,668	102,921	80,631	50,382	7,612	80,089	86,001
Females.....	34,926	17,345	46,830	34,477	16,689	5,056	53,614	56,409

**TABLE D-6.—APPLICANTS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOY-  
MENT OFFICES 1940-1950**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (39 weeks).....	1,099,093	422,228	1,521,321	404,691	167,712	572,403

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 30 TO SEPTEMBER 28, 1950

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	
<b>Agriculture</b>	2	2	844	222		232	181		1,204	570	276	950	336		8,449	5,659	1,003	
Fishing, Trapping and Hunting																		
Lodging	500	3				130	91		1,251	496	2	11,752	2,071		12,094	2,528	5	
Lumber	500	3				127	89		1,108	431		1,267	1,182		10,780	1,729	2	
Other Logging						127			137	58	2				2,238	783	3	
<b>Mining</b>									6							16		
Coal						127	138		79	59		498	324		1,826	551	2	
Iron						124	135		79	59								
Gold												8	7			35		
Nickel									166			228	166			465	230	
Other Metallic Ores and Non-Metallic Minerals									2			2	2			977	93	
<b>Manufacturing</b>	247	29	48	189	3	2,465	2,063		1,030	598		245	140		259	153	1	
Food and Kindred Products	31	25	29	176	2	1,489	231		73	222		15	9		77	40	1	
Textiles and Apparel						134	120		3	14		321	2,996		396	41,555	1,638	
Lumber and Finished Lumber Products						89	74		25				4,156		6,936	4,185	483	
Pub. Paper Products and Printing						71	26		153	122			1,701		14	4,908	83	
Chemicals and Allied Products	216	4	2	1		71	6		227	102			1,701		22	3,415	201	
Petroleum and Coal Products						13			2				2,803		1,382	1,612	122	
Rubber Products									3				665		1,027	1,010	190	
Leather and Leather Products									22	19			3		103	123	12	
Stone, Clay and Glass Products													353		781	498	14	
Iron and Steel and Products						19	4		4				85		13	748	11	
Non-Ferrous Metals and Products						433	425		25	15			356		1,642	883	40	
Machinery						2			35	30			1,014		1,513	4,125	83	
Electrical Equipment and Products						20	23		6	6			778		1,066	2,692	139	
Transportation Equipment and Other Manufacturing						6	4		8	3			862		1,154	1,303	23	
<b>Construction</b>	142	124	261	219		1,179	1,139		70	63		2,059	1,238		90	6,482	4,692	
Buildings and Structures	32	14	210	175		1,008	722		1,823	1,451		104	9,803		367	23,872	16,061	
Highways, Bridges and Streets						6	60		1,000	707		65	6,192		295	12,436	8,026	
Railway and Maintenance						165	339		8,445	484		23	348		205	1,958	1,303	
Other General Construction	110	110	7	6		94	22		104	121					11	1,067	588	
Special Trade Contractors						23	72			10			804		11	1,858	1,348	
<b>Public Utilities Operation</b>	806	332	37	30		187	106		36	17		1,099	2,303		40	6,520	4,196	
Transportation and Storage						48	331		315	17		16	2,742		2,303	4,196	475	
Communications and Other Public Utilities						21	144		356	31		91	2,742		170	11,293	6,514	
<b>Trade</b>	806	332	37	30		273	93		460	389		53	2,921		168	9,111	5,271	
Wholesale						17	30		17	17		38	421		2	2,092	1,243	
Retail	53	34	154	98		63	30		139	63		185	3,975		220	17,717	8,915	
Finance, Insurance and Real Estate	29	12	140	29		1,029	671		1,029	653		131	3,030		112	6,200	1,994	
Service	4	3	113	62		45	64		398	219		54	4,098		2,219	108,111	5,921	
Public	154	89	2,431	1,065		2	678		2	62		3	865		5	2,388	33,209	
Domestic	63	55	4	28		33	570		1,090	430		854	16,469		8,163	45,213	7,405	
Personal	25	17	2	1		520	945		235	15		15	3,300		15	3,300	2,075	
Other Service	57	10	30	156		38	957		589	194		1,602	10,977		1,602	10,977	5,538	
	9	7	23	16		16	58		16	103		214	7,807		214	7,807	8,914	
						30	38		138	103		16	987		33	3,428	1,556	
<b>Totals</b>	1,908	618	3,182	1,050		130	7,916		5,125	1,208		5,280	43,162		1,911	79,614	43,162	
Men	1,847	585	3,132	541		86	5,144		732	7,400		1,408	32,468		1,479	112,518	61,423	
Women	61	33	504	509		44	2,772		476	1,140		503	10,694		1,999	41,096	20,557	

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 30 TO SEPTEMBER 28, 1950

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada				
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual							
<b>Agriculture</b> .....	2,229	1,410	30		3,778	18	5,369		3,735	20	4,639		1,971	715	115	25,592	16,608	1,512	25,592	16,608	
<b>Fishing, Trapping and Hunting</b> .....	35	8					1				1					57	20		57	20	
<b>Logging</b> .....	182	18	1		33		380		213	3	380		4,324	1,443	2	31,682	6,866	15	31,682	6,866	
<b>Lumber</b> .....	179	16	1										36	11		23,106	4,080	4	23,106	4,080	
<b>Other Logging</b> .....	3	2			27		43		120	3	238		4,218	1,374	1	8,271	2,635	9	8,271	2,635	
<b>Mining</b> .....							8		93		142		70	28		305	151	2	305	151	
<b>Coal</b> .....	206	109	1		48		76		758	17	1,191		858	487	49	4,861	2,474	69	4,861	2,474	
<b>Iron</b> .....					32		39		247		413		14	9		669	482		669	482	
<b>Gold</b> .....					2		2		107		151		86			295	191		295	191	
<b>Nickel</b> .....	132	60							189		239		269	136	1	1,333	781		1,333	781	
<b>Other Metallic Ores and Non-Metallic Minerals</b> .....		49	1		2		10		90	17	157		1			1,981	95		1,981	95	
<b>Prospecting and Oil Producing</b> .....	74						25		125		230		17	483	297	48	1,231	734	67	1,231	734
<b>Manufacturing</b> .....	4,351	2,218	369		463	227	954		1,358	108	2,189		9,903	6,512	392	87,445	54,481	3,530	87,445	54,481	
<b>Food and Kindred Products</b> .....	1,072	537	121		222	101	451		386	40	626		1,780	1,132	126	14,886	8,928	1,281	14,886	8,928	
<b>Textiles and Apparel</b> .....	1,016	503	36		27		42		114	92	114		326	205	5	14,404	7,998	141	14,404	7,998	
<b>Lumber and Finished Lumber Products</b> .....	426	209	38		51	8	96		506	289	12		4,826	3,211	102	1,797	915	410	1,797	915	
<b>Pulp, Paper Products and Printing</b> .....	344	212	21		45	20	107		75	1	713		1,713	423	22	5,944	3,400	306	5,944	3,400	
<b>Chemicals and Allied Products</b> .....	154	86	21		7		11		35	21	35		158	91	8	3,248	1,889	234	3,248	1,889	
<b>Petroleum and Coal Products</b> .....	26	20			22		34		20	5	27		118	67	26	553	333	49	553	333	
<b>Rubber Products</b> .....		4							3		3		6			1,305	860	29	1,305	860	
<b>Leather and Leather Products</b> .....	72	15	13						7	3	7		73	38		2,547	1,513	26	2,547	1,513	
<b>Stone, Clay and Glass Products</b> .....	104	60	6		30		51		212	3	328		206	133	8	2,563	1,722	79	2,563	1,722	
<b>Iron and Steel and Products</b> .....	556	244	60		15		81		133	6	133		496	334	16	7,305	4,794	228	7,305	4,794	
<b>Non-Ferrous Metals and Products</b> .....	70	29	10		11	58	10		62	33	62		555	469	16	4,258	2,631	113	4,258	2,631	
<b>Machinery</b> .....	141	66	12		20	23	56		92		142		200	138	6	4,616	2,894	128	4,616	2,894	
<b>Electrical Equipment and Products</b> .....	166	112	17		15		18				8		85	45		3,548	2,177	116	3,548	2,177	
<b>Transportation Equipment and Other Manufacturing</b> .....	199	121	10		25		25		48	15	96		361	201	55	10,471	7,420	390	10,471	7,420	
<b>Construction</b> .....	4,536	2,626	346		1,418	152	2,414		3,732	696	6,458		4,957	3,359	306	58,605	39,510	3,341	58,605	39,510	
<b>Buildings and Structures</b> .....	2,939	1,924	200		996	149	1,607		1,904	322	3,242		2,315	1,669	173	32,623	22,590	1,967	32,623	22,590	
<b>Highways, Bridges and Streets</b> .....					164	2	274		298	72	551		574	557	28	4,896	3,324	154	4,896	3,324	
<b>Railway and Maintenance</b> .....							8		681	198	1,003		356	198		3,003	1,877	15	3,003	1,877	
<b>Other General Construction</b> .....					9				284	4			4			4,316	2,982	76	4,316	2,982	
<b>Special Trade Contractors</b> .....	194	51			54	6	134		565	204	527		391	261	97	13,767	8,742	1,129	13,767	8,742	
<b>Public Utilities Operation</b> .....	1,007	494	146		195	25	331		565	204	1,135		4,021	674	97	24,292	14,153	2,363	24,292	14,153	
<b>Transportation and Storage</b> .....	2,269	1,325	205		488	102	1,027		703	154	1,262		2,593	1,536	264	20,546	11,890	2,262	20,546	11,890	
<b>Communications and Other Public Utilities</b> .....	2,111	1,229	201		403	98	904		522	149	938		2,335	1,376	253	3,676	2,263	101	3,676	2,263	
<b>Trade</b> .....	158	96	4		85	4	123		181	5	324		258	160	11	44,466	22,284	6,643	44,466	22,284	
<b>Wholesale</b> .....	4,450	1,682	1,351		1,333	666	2,782		2,038	1,146	4,397		5,653	2,965	717	17,507	13,843	3,030	17,507	13,843	
<b>Retail</b> .....	1,084	646	617		454	354	1,066		788	843	1,954		2,200	1,345	282	26,959	8,441	3,613	26,959	8,441	
<b>Finance, Insurance and Real Estate</b> .....	2,766	1,016	734		879	312	1,716		1,250	303	2,443		3,453	1,560	435	27,507	13,843	3,030	27,507	13,843	
<b>Service</b> .....	497	238	8		142	13	275		290	23	464		615	368	20	5,629	38,503	20,002	5,629	38,503	
<b>Public</b> .....	6,363	2,571	7		370	48	644		703	69	1,235		1,029	827	38	9,229	5,946	507	9,229	5,946	
<b>Domestic</b> .....	851	158			200	577	2,871		444		2,871		1,686	455	230	28,574	6,065	14,687	28,574	6,065	
<b>Personal</b> .....	2,426	1,120	376		826	889	3,794		2,389	172	3,794		4,314	2,258	238	38,281	21,337	3,433	38,281	21,337	
<b>Other Service</b> .....	695	339	89		192	162	482		1,350	60	1,668		970	512	104	9,527	5,155	1,375	9,527	5,155	
<b>Totals</b> .....	25,118	11,802	4,619		9,292	2,884	30,549		17,713	4,144	30,549		40,745	21,352	4,475	368,470	197,674	37,586	368,470	197,674	
<b>Men</b> .....	17,141	8,788	2,284		7,500	2,102	22,239		13,664	2,766	22,239		29,022	15,780	2,720	266,757	148,682	23,535	266,757	148,682	
<b>Women</b> .....	7,977	3,014	2,335		1,792	782	8,310		4,049	1,378	8,310		11,723	5,572	1,755	101,713	48,992	14,051	101,713	48,992	



## E—Unemployment Insurance

**TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT, FROM AUGUST 1, 1949 TO  
AUGUST 1, 1950**

At Beginning of Month of:	Total	Employed	Claimants <sup>1</sup>
1949—August.....	2,621,000	2,541,100	79,900
September.....	2,637,000	2,556,200	80,800
October.....	2,626,000	2,542,500	83,500
November.....	2,625,000	2,519,100	105,900
December.....	2,678,000	2,525,700	152,300
1950—January.....	2,667,000	2,444,900	222,100
February.....	2,659,000	2,361,800	297,200
March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500

<sup>1</sup> Ordinary claimants signing live unemployment register on last working day of the preceding month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER  
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE,  
AS OF SEPTEMBER 29, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	507	142	55	97	95	41	77
Male.....	482	138	52	96	91	33	72
Female.....	25	4	3	1	4	8	5
(Male).....	(1,727)	(409)	(31)	(89)	(239)	(224)	(735)
(Female).....	(130)	(41)	(10)	(15)	(17)	(19)	(28)
Prince Edward Island.....	417	97	32	66	53	52	117
Male.....	250	60	25	37	31	27	70
Female.....	167	37	7	29	22	25	47
Nova Scotia.....	6,394	1,369	674	885	1,025	811	1,630
Male.....	5,102	1,133	548	737	779	662	1,243
Female.....	1,292	236	126	148	246	149	387
New Brunswick.....	4,691	967	375	565	821	592	1,371
Male.....	3,429	715	277	420	614	457	946
Female.....	1,262	252	98	145	207	135	425
Quebec.....	31,353	6,833	2,596	3,704	5,020	3,480	9,720
Male.....	17,840	4,427	1,571	2,196	2,730	1,793	5,123
Female.....	13,513	2,406	1,025	1,508	2,290	1,687	4,597
Ontario.....	22,696	6,285	1,751	2,455	2,959	2,035	7,211
Male.....	12,422	4,019	995	1,228	1,374	946	3,860
Female.....	10,274	2,266	756	1,227	1,585	1,089	3,351
Manitoba.....	4,457	867	318	494	800	437	1,541
Male.....	1,904	357	126	216	253	170	776
Female.....	2,553	510	192	278	547	261	765
Saskatchewan.....	1,484	294	114	215	263	126	472
Male.....	576	98	30	64	104	53	227
Female.....	908	196	84	151	159	73	245
Alberta.....	5,921	3,468	321	395	467	254	1,016
Male.....	4,669	3,183	205	200	240	133	708
Female.....	1,252	285	116	195	227	121	308
British Columbia.....	10,973	2,569	1,053	1,733	1,623	972	2,998
Male.....	6,959	1,614	768	1,247	932	531	1,867
Female.....	4,014	975	285	486	696	441	1,131
TOTAL.....	88,893	22,911	7,289	10,609	13,131	8,800	26,153
MALE.....	53,633	15,744	4,597	6,441	7,148	4,811	14,882
FEMALE.....	35,260	7,167	2,692	4,168	5,983	3,989	11,261

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1950**

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	.....
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	.....
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	.....
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	.....
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	49,229	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	.....	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	.....	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	768,502	.....

**TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1950**

Province	Claims filed at Local Offices <sup>(1)</sup>			Disposal of Claims (including claims pending from previous months <sup>(2)</sup> )		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland <sup>(3)</sup> .....	323 (518)	296 (435)	27 (83)	225 (335)	134 (346)	93 (593)
Prince Edward Island.....	202	124	78	160	55	56
Nova Scotia.....	3,458	1,959	1,499	4,158	956	786
New Brunswick.....	2,396	1,324	1,072	2,543	613	436
Quebec.....	16,565	9,705	6,860	14,074	3,934	3,766
Ontario.....	13,327	8,059	5,268	15,778	3,629	2,674
Manitoba.....	2,186	1,339	847	2,540	945	338
Saskatchewan.....	1,004	679	325	1,350	337	154
Alberta.....	2,761	1,903	858	3,289	625	651
British Columbia.....	7,007	3,416	3,591	6,824	1,785	1,519
Total Canada, September, 1950.....	49,229	28,804	20,425	50,946	13,013	10,473
Total Canada, August, 1950.....	61,545	39,122	22,423	35,743	10,489	25,203
Total Canada, September, 1949.....	51,935	31,881	20,054	41,938	9,471	12,715

<sup>(1)</sup> In addition, revised claims received numbered 8,776. <sup>(2)</sup> In addition, 8,734 revised claims were disposed of. Of these, 417 were special requests not granted, and 761 were appeals by claimants. There were 1,123 revised claims pending at the end of the month. <sup>(3)</sup> Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

**TABLE E-5.—CLAIMANTS <sup>(1)</sup> NOT ENTITLED TO BENEFIT DURING SEPTEMBER 1949 AND 1950**

Chief Reasons for Non-Entitlement	Month of September, 1949	Month of September, 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	4,051	5,345	42,230
Not employed.....	307	1,799	12,951
Not capable of and not available for work.....	782	1,247	7,647
Loss of work due to a labour dispute.....	176	1,365	2,641
Refused offer of work and neglected opportunity to work.....	1,175	1,816	9,096
Discharged for misconduct.....	659	500	3,973
Voluntarily left employment without just cause.....	3,474	3,764	22,491
Other reasons <sup>(2)</sup> .....	1,015	695	4,671
Total.....	11,639	16,531	105,700

(<sup>1</sup>) Includes 3,518 revised claims, disqualified.

(<sup>2</sup>) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK SEPTEMBER 30 TO OCTOBER 6 INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT OF BENEFIT PAID DURING MONTH OF SEPTEMBER, 1950**

Province	Number Receiving Benefit During Week September 30 to October 6 Inclusive	Number Commencing Benefit During Month of September 1950	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Newfoundland.....	283 (798)	149 (570)	5,871 (68,205)	14,992 (130,342)
Prince Edward Island.....	407	116	7,585	15,945
Nova Scotia.....	4,358	3,491	113,446	276,541
New Brunswick.....	3,434	1,739	84,234	199,858
Quebec.....	22,050	10,521	632,264	1,428,354
Ontario.....	16,231	7,279	404,972	999,150
Manitoba.....	3,484	1,895	93,663	207,267
Saskatchewan.....	1,201	657	31,274	68,371
Alberta.....	2,527	1,937	70,460	174,720
British Columbia.....	7,603	4,617	189,371	458,599
Total Canada, September, 1950.....	61,578	32,401	1,633,140	3,843,797
Total Canada, August, 1950.....		30,628	1,925,184	4,412,992
Total Canada, September, 1949.....		34,414	1,611,461	3,671,773

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.



TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1950

Fiscal Year Ended March 31	RECEIPTS						DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
1942.....	36,435,609 05	7,287,121 81		\$	\$	43,991,999 60	\$	\$	\$	43,994,246 68
1943.....	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75			716,012 75
1944.....	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,035,577 55	1,721,666 29			1,721,666 29
1945.....	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51			4,966,483 51
1946.....	62,566,539 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82	31,993,240 34			31,993,240 34
1947.....	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18			43,114,329 18
1948.....	83,870,894 47	16,366,400 70		5,322 60	9,560,776 12	109,803,333 89	34,947,020 32			34,947,020 32
1949.....	98,581,559 98	20,324,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16			49,826,752 16
1950.....	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89		85,824,202 13
April.....	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22		14,340,068 84
May.....	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87		10,493,160 06
June.....	8,612,676 59	1,722,248 56		8,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50		6,656,154 29
July.....	9,122,651 74	1,825,008 73		4,927 85	1,221,426 54	12,174,014 36	4,723,294 87	34,504 55		4,757,769 42
August.....	11,110,254 79	2,220,928 27		2,902 00	1,233,366 13	14,572,451 19	4,409,087 61	10,561 55		4,419,649 16
September.....	*11,370,169 43	2,273,375 13		2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 53		3,849,145 04
Sub-Total.....	57,478,590 80	11,490,794 28	13,425 50	18,681 35	7,338,140 71	76,339,632 64	40,782,670 54	3,733,276 27		44,515,946 81
Total.....	702,264,922 68	140,457,557 88	13,425 50	60,221 34	69,327,937 36	912,124,064 76	283,102,064 25	4,551,342 16		287,653,406 41

\*Stamps \$5,802,646.17.

Meter \$1,448,950.60.

Bulk \$3,983,596.78.

Arm. Serv. \$134,975.88.

Total \$11,370,169.43.

# F—Prices

## TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Price Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946.....									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947.....									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948.....									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949.....									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950.....									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak per lb.	Round steak per lb.	Rib roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>			b	b	b					
1—Charlottetown.....	80.0	75.6	68.3	55.0	51.0		78.3	63.0	54.7	.....
<b>Nova Scotia—</b>				b						
2—Halifax.....	91.3	86.2	82.7	61.0	61.5	51.7	73.1	62.6	53.7	87.3
3—New Glasgow.....	87.4	82.3	76.1	61.0	59.6		78.7	65.4	55.4	83.7
4—Sydney.....	100.0	89.3	74.0	b	59.7		72.0	65.2		89.4
5—Truro.....										81.0
<b>New Brunswick—</b>				b						
6—Fredericton.....	81.3	72.0	70.5	52.5	51.5	58.0	70.1	60.6	45.7	81.0
7—Moncton.....	84.1	80.0	78.0	58.8	51.9		75.8	65.3	53.9	82.7
8—Saint John.....	94.9	85.1	79.6	62.3	60.7	59.5	79.9	65.7	54.6	82.5
<b>Quebec—</b>										
9—Chicoutimi.....	104.5	96.7		65.7				63.0	54.0	85.2
10—Hull.....	84.0	83.6	75.1	60.6	56.0	56.0	78.3	62.4	51.3	77.4
11—Montreal.....	98.8	92.8	86.2	61.7	57.8	63.1	80.3	60.8	52.5	74.3
12—Quebec.....	91.8	88.4	75.3	57.1	51.5	63.7	77.2	51.6	45.4	76.1
13—St. Hyacinthe.....	85.3	80.6	78.1	57.8	53.0	65.0		59.0	51.0	73.9
14—St. Johns.....										75.6
15—Sherbrooke.....	91.3	86.6	73.7	56.6	50.8	58.3		59.7	53.3	81.7
16—Sorel.....	83.8	79.3	72.7	53.8	49.7		85.0	63.8	47.6	79.3
17—Thetford Mines.....	83.3	81.3							47.0	.....
18—Three Rivers.....	98.9	85.9	72.3	51.2	48.4			60.4	51.8	77.6
<b>Ontario—</b>				b						
19—Bellefonte.....	86.0	83.3	78.3	64.3	63.3		81.0	64.3	47.7	78.1
20—Brantford.....	90.5	87.0	89.4	70.8	64.6	65.0	82.7	67.6	52.7	81.3
21—Brockville.....	96.3	94.5	94.0	67.3	66.0	54.3	83.0	67.8	57.0	81.8
22—Chatham.....	96.2	93.3		70.6	66.8		85.0	72.0	56.0	79.9
23—Cornwall.....	87.5	86.3	82.6	66.8	65.0			64.0	54.8	77.0
24—Fort William.....	83.6	79.1	80.4	60.8	60.3		81.0	65.2		83.3
25—Galt.....	94.7	91.5	88.0	69.0	62.7			66.5	53.5	79.9
26—Guelph.....	89.4	87.6	86.8	68.4	65.9	66.7	83.2	65.1	49.9	80.0
27—Hamilton.....	94.4	90.5	87.7	69.2	65.4	68.5	85.3	67.2	52.2	78.5
28—Kingston.....	86.7	84.4	85.2	64.3	60.9		80.0	64.8	49.9	80.1
29—Kitchener.....	91.2	90.2	84.8	68.6	66.6	63.7	85.6	68.2	53.5	81.4
30—London.....	92.1	91.0	86.9	69.9	65.1	61.5	84.1	67.7	53.0	82.2
31—Ningara Falls.....	93.2	90.5	88.5	66.9	67.1		81.0	65.4	53.8	79.3
32—North Bay.....	85.8	84.0	78.5	63.6	60.8		76.3	67.6	49.7	83.3
33—Oshawa.....	85.7	87.0	83.5	68.1	64.9			63.0	51.5	77.7



# COAL AND RENTALS BY CITIES, OCTOBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per doz.	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 1 lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>P.E.I.—</b>										
1—Charlottetown.....	29-3	34-9	e 68-0	16-0	62-3	32-7	10-7	7-9	11-7	16-9
<b>Nova Scotia—</b>										
2—Halifax.....	29-2	34-7	e 72-1	19-0	63-7	30-8	11-2	7-8	13-4	16-4
3—New Glasgow.....	29-2	34-2	e 69-1	19-0	63-1	31-2	12-0	7-7	12-8	16-6
4—Sydney.....	28-6	33-4	e 72-7	20-0	63-5	31-3	12-0	7-9	12-5	16-7
5—Truro.....	28-5	34-8	70-5	18-0	63-6	32-0	12-0	7-9	13-6	15-7
<b>New Brunswick—</b>										
6—Fredericton.....	28-4	34-1	e 72-6	19-0	63-8	31-5	12-7	7-9	13-1	16-3
7—Moncton.....	29-3	34-3	73-2	19-0	62-2	30-5	11-3	8-1	13-0	16-0
8—Saint John.....	28-9	34-9	e 73-9	20-0	63-8	31-9	12-7	7-9	12-7	16-4
<b>Quebec—</b>										
9—Chicoutimi.....	29-8	38-0	68-5	19-0	59-3	31-8	12-8	8-1	.....	17-5
10—Hull.....	27-9	32-7	66-9	19-0	58-5	29-3	10-7	7-1	11-6	15-0
11—Montreal.....	28-1	34-3	65-4	18-5	59-1	29-6	10-7	7-2	12-3	15-1
12—Quebec.....	28-5	34-6	69-5	18-0	59-5	30-9	10-5	7-1	12-8	15-8
13—St. Hyacinthe.....	28-2	34-3	66-0	16-0	59-5	28-7	10-7	7-4	12-5	15-2
14—St. Johns.....	27-5	34-6	67-5	17-0	59-8	31-0	9-3	7-5	13-3	15-3
15—Sherbrooke.....	27-7	33-8	69-3	18-0	58-6	30-2	10-9	7-7	12-0	15-9
16—Sorel.....	27-3	33-3	64-8	17-0	57-4	29-4	10-0	7-7	12-0	15-4
17—Thetford Mines.....	28-8	33-8	e 67-0	16-0	58-6	31-1	10-0	8-2	12-1	16-5
18—Three Rivers.....	22-3	33-9	71-9	18-0	56-7	29-5	9-3	7-2	12-8	15-5
<b>Ontario—</b>										
19—Belleville.....	29-0	33-9	f 63-3	18-0	61-1	30-1	10-7	7-8	12-4	15-2
20—Brantford.....	28-5	33-6	71-4	19-0	60-5	28-3	10-7	7-3	12-2	15-6
21—Brockville.....	29-0	34-5	67-0	18-0	60-6	29-1	10-7	7-4	12-0	15-3
22—Chatham.....	28-7	34-9	67-0	19-0	60-9	29-7	10-7	7-6	12-8	15-3
23—Cornwall.....	29-1	33-8	e 71-5	18-0	59-6	29-1	9-3	7-2	12-6	15-5
24—Fort William.....	28-7	33-2	63-2	20-0	58-9	31-0	11-3	7-2	11-7	15-4
25—Galt.....	28-9	33-7	70-3	19-0	60-3	29-2	10-7	7-3	12-6	15-1
26—Guelph.....	28-7	33-9	67-1	19-0	60-1	29-3	10-7	7-4	12-5	15-5
27—Hamilton.....	28-6	34-2	71-3	19-0	61-0	29-1	10-7	7-3	12-3	15-0
28—Kingston.....	27-7	34-1	e 69-7	19-0	59-7	29-6	10-0	7-1	12-5	15-1
29—Kitchener.....	27-7	33-6	e 68-1	19-0	60-6	29-1	10-7	7-5	12-1	15-4
30—London.....	29-0	34-1	70-2	18-0	60-8	29-5	10-7	7-2	12-4	15-3
31—Niagara Falls.....	28-5	34-3	72-8	20-0	62-1	29-8	10-7	7-2	12-2	14-7
32—North Bay.....	29-4	35-1	f 72-3	19-0	59-7	30-0	10-7	7-9	13-1	15-7
33—Oshawa.....	28-1	33-5	f 70-3	18-0	59-5	29-3	10-7	7-4	12-0	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	90.3	86.7	84.4	67.5	60.3	58.0	82.0	63.9	53.8	77.9
35—Owen Sound.....	91.3	88.7	86.7	66.0	58.7			67.3	53.2	81.6
36—Peterborough.....	88.7	87.3	85.5	67.4	66.4		82.4	67.9	53.3	78.1
37—Port Arthur.....	82.4	78.6	79.6	60.7	61.6			62.6	54.6	83.5
38—St. Catharines.....	93.0	89.0		68.7	66.7			67.7		77.9
39—St. Thomas.....	89.5	87.7	87.7	68.5	65.2	57.3	82.3	67.4	54.5	78.4
40—Sarnia.....	87.7	85.9	84.4	66.7	63.0		81.5	66.9	54.1	79.4
41—Sault Ste. Marie.....	92.0	90.3	79.6	65.3	67.7			70.7	57.7	80.4
42—Stratford.....	93.0	88.8	89.6	67.6	63.0			67.8	53.5	79.7
43—Sudbury.....	86.7	85.0	80.7	66.3	64.3			64.5	55.7	82.2
44—Timmins.....	94.4	94.0	87.8	68.7	66.0	64.7	87.0	66.8	56.8	83.3
45—Toronto.....	92.4	88.4	89.6	69.8 b	63.9	63.8	79.2	66.6	50.1	79.7
46—Welland.....	89.1	83.9	84.0	67.7 b	63.9		80.3	68.2	54.1	78.7
47—Windsor.....	89.5	85.7	83.4	64.3	64.3		83.7	64.5	48.4	79.8
48—Woodstock.....	92.7	92.3	88.0	68.7	65.3		88.0	66.7	51.3	80.1
<b>Manitoba—</b>										
49—Brandon.....	86.7	81.7		59.0	56.7		81.7	62.0		86.1
50—Winnipeg.....	86.8	79.5	86.2	64.2	60.5	59.4	75.4	64.3	53.7	83.0
<b>Saskatchewan—</b>										
51—Moose Jaw.....	84.3	78.8	78.3	64.5 b	60.4	62.0	82.6	67.3	55.6	84.2
52—Prince Albert.....	82.2	73.0		60.5 b	61.0			66.3	56.4	86.0
53—Regina.....	82.3	78.3	79.1	62.2 b	61.6	66.0	81.7	65.8	56.8 d	87.6
54—Saskatoon.....	81.0	77.1	75.7	57.9	58.3	66.0	78.7	64.5	56.2	84.5
<b>Alberta—</b>										
55—Calgary.....	86.9	81.8	85.4	68.4 b	62.4	71.3	81.5	66.0	58.1	86.2
56—Drumheller.....	88.7	85.0	82.0	64.2 b	61.5			71.4	58.2	88.5
57—Edmonton.....	84.8	79.0	80.3	58.0	58.9	68.0	80.9	62.6	54.0	87.6
58—Lethbridge.....	85.3	79.7	84.5	60.7	63.3	61.7		63.7		87.2
<b>British Columbia—</b>										
59—Nanaimo.....	94.0	91.0	88.6	66.7	64.0		84.0	78.5	66.7	90.4
60—New Westminster.....	94.4	87.2	85.4	67.8	65.0	65.0	74.6	76.9	59.3	89.3
61—Prince Rupert.....	100.0	93.3	95.7		66.7			68.3		93.7
62—Trail.....	95.0	89.8	81.5	64.9 b	65.0		90.5	74.5	65.2 d	97.2
63—Vancouver.....	101.9	91.0	95.8	77.1	68.5	72.0	79.3	75.1	62.2	89.4
64—Victoria.....	98.5	91.2	91.3	71.0	71.7	74.5	84.5	75.8	61.5	88.4

**COAL AND RENTALS BY CITIES, OCTOBER, 1950**

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rollod Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	29-0	34-2	70-3 <sub>e</sub>	19-0	60-8	29-8	10-7	7-3	12-4	15-2
35—Owen Sound.....	27-4	33-7	66-9	19-0	60-6	28-6	10-7	7-4	12-4	15-6
36—Peterborough.....	28-2	33-7	70-2	19-0	59-5	29-3	10-7	7-3	12-3	14-3
37—Port Arthur.....	29-4	32-8	65-9	20-0	59-0	30-7	11-3	7-0	11-6	15-8
38—St. Catharines.....	28-7	33-4	72-6	20-0	61-0	29-1	10-7	7-1	12-0	15-1
39—St. Thomas.....	29-5	34-5	69-5	19-0	61-5	29-7	10-7	7-3	12-8	15-6
40—Sarnia.....	28-8	34-3	66-3	18-0	61-4	30-9	10-7	7-7	12-7	14-8
41—Sault Ste. Marie.....	28-4	33-8	74-4 <sub>f</sub>	21-0	60-2	30-6	11-3	7-5	12-5	15-6
42—Stratford.....	29-4	34-4	66-0	19-0	60-1	29-1	10-7	7-2	12-4	15-9
43—Sudbury.....	29-7	34-2	73-1	20-0	61-0	29-5	11-3	8-0	13-1	15-7
44—Timmins.....	28-1	34-2	68-8	21-0	59-1	30-3	12-0	7-7	12-0	16-1
45—Toronto.....	28-6	33-9	71-9	20-0	61-1	28-7	10-7	7-2	12-2	14-8
46—Welland.....	28-4	34-2	75-0 <sub>e</sub>	20-0	61-0	29-5	10-7	6-9	11-6	14-8
47—Windsor.....	27-6	34-2	69-5	19-0	60-1	29-5	10-7	7-4	12-7	15-4
48—Woodstock.....	29-1	33-9	66-7	19-0	60-1	29-6	10-7	6-7	12-4	15-3
<b>Manitoba—</b>										
49—Brandon.....	29-2	35-0	65-3	17-0	57-9	31-3	11-6	7-4	12-1	16-2
50—Winnipeg.....	28-7	34-5	63-4	18-0	58-6	30-6	13-0	7-0	11-5	15-2
<b>Saskatchewan—</b>										
51—Moose Jaw.....	28-0	34-6	.....	18-0	57-0	30-2	12-0	.....	11-6	15-0
52—Prince Albert.....	27-3	33-9	61-5	18-0	58-7	30-1	10-4	7-5	12-1	15-7
53—Regina.....	28-2	36-1	59-4	18-0	56-9	30-6	12-0	7-3	11-9	15-6
54—Saskatoon.....	27-5	35-4	57-8	18-0	57-9	30-2	11-2	7-0	11-9	15-2
<b>Alberta—</b>										
55—Calgary.....	27-9	34-8	59-5	19-0	58-9	29-8	12-0	7-2	11-8	15-5
56—Drumheller.....	29-5	38-3	61-0 <sub>e</sub>	20-0	59-5	31-2	12-0	7-7	12-8	16-4
57—Edmonton.....	27-8	35-6	56-9	18-0	58-4	30-3	11-2	7-1	11-8	15-6
58—Lethbridge.....	27-0	34-4	60-2	18-0	59-0	29-9	12-0	7-3	11-4	14-6
<b>British Columbia—</b>										
59—Nanaimo.....	30-8	33-0	66-6	19-0	62-4	31-3	13-9	7-2	11-6	15-3
60—New Westminster.....	30-1	32-2	66-2	19-0	61-0	29-5	13-9	7-2	11-9	15-1
61—Prince Rupert.....	30-1	35-8	70-4	25-0	61-4	33-4	14-0	7-9	12-6	17-1
62—Trail.....	29-7	36-1	69-1 <sub>e</sub>	20-0	60-1	31-1	14-0	7-5	11-6	15-4
63—Vancouver.....	30-2	31-2	65-6	17-0	61-1	30-3	13-9	7-3	11-6	15-2
64—Victoria.....	31-3	34-0	68-9	19-0	61-4	30-7	13-9	7-6	12-0	15-4



TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 $\frac{1}{2}$ 's (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
<b>P.E.I.—</b>											
1—Charlottetown.....	20.8	16.0	15.6	10.9	7.9	23.8	25.8	19.7	43.5	37.3	51.3
<b>Nova Scotia—</b>											
2—Halifax.....	20.5	17.2	16.0	11.9	5.7	27.2	26.6	17.9	42.6	27.3	51.8
3—New Glasgow.....	20.3		15.9	10.7	6.7	29.2	26.7		43.5	28.5	50.7
4—Sydney.....	20.5	16.6	16.4	10.6	4.9	27.1	28.3	18.9	42.0	30.4	51.3
5—Truro.....	19.1		15.7	11.0	6.0	23.7	26.8		42.3	28.9	51.1
<b>New Brunswick—</b>											
6—Fredericton.....	19.2	17.8		11.5	7.2	19.6	26.5	19.5	43.2	28.4	50.4
7—Moncton.....	19.0	16.6	14.5	10.9	6.5	24.2	26.4	18.7	44.7	28.8	51.0
8—Saint John.....	18.9	16.6	14.8	11.7	6.3	21.3	25.4	19.3	44.1	28.0	52.3
<b>Quebec—</b>											
9—Chicoutimi.....	17.3				10.0	30.5	19.5		43.2	28.8	60.0
10—Hull.....	15.7	16.9		11.1	7.4	28.0	24.2	19.4	37.8	25.6	49.2
11—Montreal.....	15.2	13.1	13.3	11.2	7.9	24.9	23.7	18.8	39.3	23.9	51.2
12—Quebec.....	16.5	16.8	14.9	11.6	7.9	22.3	22.6	20.9	39.9	26.9	53.7
13—St. Hyacinthe.....	16.0	17.0	15.2	10.3	7.9	24.1	24.4	19.6	40.2	25.0	50.0
14—St. Johns.....	17.0			11.0	9.0	24.2	23.9	20.5	37.2	30.0	50.7
15—Sherbrooke.....	17.1	15.9		10.6	7.6	24.7	27.3	20.7	43.2	24.9	52.9
16—Sorel.....	15.5			11.4	9.7	26.5	21.0	19.5	38.1	23.0	50.0
17—Thetford Mines.....	17.0				8.6	28.4	25.3	22.2	38.1	25.0	52.1
18—Three Rivers.....	15.9			11.4	7.9	23.5	22.6	20.5	38.1	25.4	50.3
<b>Ontario—</b>											
19—Belleville.....	16.9	15.7	15.4	12.7	6.4	28.7		19.2	42.6	26.6	47.6
20—Brantford.....	18.2	15.7	14.7	11.9	6.3	31.6	24.0	18.9	41.1	25.3	47.2
21—Brockville.....	17.2	17.6	15.1	12.5	7.9	28.2	25.0	20.7	39.0	27.4	50.4
22—Chatham.....	17.9	16.3	13.8	10.7	5.5	24.5	23.0	18.0	39.0	26.2	49.1
23—Cornwall.....	18.2	15.0	15.7	11.4	8.0	27.1	23.7	21.0	40.8	24.5	47.3
24—Fort William.....	17.7	17.6	14.3	11.8	7.4	38.5	23.0	22.4	41.1	28.9	51.4
25—Galt.....	16.6	18.3	14.1	11.1	7.2	31.0		19.3	37.5	25.6	47.7
26—Guelph.....	17.5	16.1	14.6	11.7	5.8	30.3	23.7	19.3	42.9	26.3	46.5
27—Hamilton.....	17.3	17.9	14.7	13.1	6.1	29.6	27.2	19.3	40.2	27.8	47.4
28—Kingston.....	16.7	15.3	14.8	12.1	7.1	28.2	23.7	18.5	38.4	25.3	48.4
29—Kitchener.....	17.6	16.8	14.7	11.5	6.2	27.8	24.5	18.9	37.5	26.5	47.2
30—London.....	17.7	16.9	14.7	10.4	6.3	25.9	23.4	18.2	40.8	24.7	46.6
31—Niagara Falls.....	16.4	16.3	14.7	12.4	5.7	25.5	24.5	19.2	40.8	26.7	47.8
32—North Bay.....	19.0			11.7	7.7	32.7		23.3	42.6	28.5	49.0
33—Oshawa.....	16.6	16.7	14.1	10.5	7.3	25.9		18.7	40.2	27.1	47.1

**COAL AND RENTALS BY CITIES, OCTOBER, 1950**

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
<b>P.E.I.—</b>										
1—Charlottetown.....	28-7	38-7	35-2	12-2	11-7	110-8	50-2	.....	15.50	.....
<b>Nova Scotia—</b>										
2—Halifax.....	28-7	39-7	33-0	11-9	12-6	106-4	50-2	.....	16.75	31.00-35.00
3—New Glasgow.....	28-5	43-7	34-1	12-0	12-3	111-0	50-0	.....	.....	.....
4—Sydney.....	29-3	45-5	33-3	12-7	13-1	110-7	50-3	.....	11.85	22.00-26.00
5—Truro.....	29-3	38-3	33-5	12-4	12-8	107-9	50-1	.....	15.70	.....
<b>New Brunswick—</b>										
6—Fredericton.....	26-7	41-0	33-3	12-0	11-9	102-3	50-0	.....	16.80	23.00-27.00
7—Moncton.....	29-3	39-6	32-7	12-3	.....	103-3	50-0	.....	16.47	.....
8—Saint John.....	27-9	39-4	33-0	11-7	12-0	105-5	50-5	.....	17.87	23.50-27.50
<b>Quebec—</b>										
9—Chicoutimi.....	29-2	43-5	35-7	12-3	11-7	112-2	56-5	25.87	.....	.....
10—Hull.....	26-9	38-2	29-2	11-9	11-4	106-2	53-5	25.50	.....	.....
11—Montreal.....	28-4	40-0	28-9	11-4	11-9	105-7	54-8	26.40	.....	28.50-32.50
12—Quebec.....	28-1	42-9	31-3	12-1	11-9	109-1	50-3	24.50	.....	33.00-37.00
13—St. Hyacinthe.....	28-0	37-9	30-7	11-5	11-4	105-2	54-9	26.00	.....	.....
14—St. Johns.....	28-0	39-3	31-0	11-4	11-1	104-5	55-0	24.50	.....	.....
15—Sherbrooke.....	28-3	40-0	31-5	11-7	12-0	109-4	56-1	25.50	.....	25.50-29.50
16—Sorel.....	26-4	39-1	30-8	11-4	10-9	102-3	53-8	23.75	.....	.....
17—Thetford Mines.....	27-2	39-7	32-3	12-4	11-4	106-4	54-4	.....	.....	.....
18—Three Rivers.....	26-1	40-2	29-7	11-6	11-8	106-7	55-7	24.75	.....	.....
<b>Ontario—</b>										
19—Belleville.....	.....	35-7	29-0	12-1	12-3	101-8	54-6	24.50	.....	.....
20—Brantford.....	26-5	34-3	29-1	11-6	11-7	99-2	54-7	24.75	.....	24.50-28.50
21—Brockville.....	.....	38-2	29-5	11-3	11-6	104-9	54-3	24.50	.....	.....
22—Chatham.....	.....	36-0	29-3	12-2	12-2	100-7	54-7	24.50	.....	.....
23—Cornwall.....	.....	38-0	29-4	11-9	11-9	108-1	54-6	26.25	.....	.....
24—Fort William.....	.....	38-5	31-7	12-6	12-7	100-1	52-1	26-00	.....	31.50-35.50
25—Galt.....	.....	35-5	28-0	11-8	11-9	101-9	54-5	25.50	.....	.....
26—Guelph.....	26-0	33-3	28-9	11-6	11-9	100-3	54-4	24.75	.....	.....
27—Hamilton.....	26-1	33-0	28-8	11-7	12-3	103-4	54-8	24.00	.....	33.00-37.00
28—Kingston.....	27-5	35-6	29-2	11-6	11-7	97-9	52-6	25.50	.....	37.50-41.50
29—Kitchener.....	26-1	35-9	28-4	11-5	11-5	99-1	55-9	24.50	.....	32.50-36.50
30—London.....	27-1	37-4	29-4	11-7	12-1	103-6	54-6	25.00	.....	31.00-35.00
31—Niagara Falls.....	.....	36-3	29-9	11-7	12-3	101-7	55-4	24.00	.....	.....
32—North Bay.....	.....	39-5	31-7	12-5	13-0	113-6	54-5	27.00	.....	.....
33—Oshawa.....	.....	.....	28-7	11-5	11-9	101-3	54-4	24.50	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per 4 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.1	14.1	14.1	11.4	7.3	27.2	n 23.8	19.3	39.3	25.9	50.0
35—Owen Sound.....	18.1	15.8	15.3	11.3	5.2	27.8	21.5	19.3	40.8	27.3	48.4
36—Peterborough.....	16.2	17.6	h 15.4	12.5	6.1	28.3	24.0	18.8	38.4	25.0	48.3
37—Port Arthur.....	16.9	18.5	15.4	12.8	6.9	36.6	n 25.0	23.8	42.9	28.7	48.6
38—St. Catharines.....	17.4	15.3	14.0	11.7	5.4	25.6	.....	18.6	39.9	25.4	46.6
39—St. Thomas.....	17.7	17.1	14.9	10.3	6.0	26.8	24.5	19.3	39.6	27.2	48.4
40—Sarnia.....	18.3	16.5	15.2	12.3	6.3	27.5	.....	18.7	40.5	27.0	48.6
41—Sault Ste. Marie.....	17.4	18.2	14.2	11.7	6.9	34.7	p 27.3	18.9	37.8	30.1	49.4
42—Stratford.....	18.6	16.7	s 15.1	12.3	6.7	26.0	n 27.6	17.7	39.6	26.2	48.6
43—Sudbury.....	16.7	16.3	14.9	11.5	7.2	31.7	24.3	21.6	40.8	28.0	49.4
44—Timmins.....	18.4	16.9	15.7	12.6	7.6	36.5	24.0	20.9	42.0	28.9	x 49.7
45—Toronto.....	16.9	17.2	13.3	12.8	5.6	29.6	24.1	18.1	39.0	24.0	45.3
46—Welland.....	16.8	14.4	14.4	12.1	5.4	27.7	20.8	18.4	40.8	24.7	47.3
47—Windsor.....	16.4	16.7	15.0	10.6	5.7	21.4	.....	18.5	43.8	27.8	48.3
48—Woodstock.....	17.9	16.7	14.6	12.0	5.2	23.6	.....	17.9	43.2	25.1	46.6
<b>Manitoba—</b>											k
49—Brandon.....	20.4	.....	.....	13.6	8.3	33.5	25.1	21.5	43.5	29.2	k 69.0
50—Winnipeg.....	19.2	16.9	15.2	13.1	7.2	28.5	23.7	21.6	41.7	28.5	k 65.5
<b>Saskatchewan—</b>											
51—Moose Jaw.....	20.7	.....	.....	.....	6.2	31.0	.....	.....	45.0	29.3	.....
52—Prince Albert.....	21.6	16.6	.....	12.4	9.2	40.9	23.8	21.4	44.1	34.0	k 72.5
53—Regina.....	21.5	17.1	15.8	12.7	7.9	31.2	24.8	20.1	44.1	28.0	k 74.1
54—Saskatoon.....	21.0	.....	14.7	12.5	8.4	34.1	25.4	20.7	46.2	35.6	k 70.8
<b>Alberta—</b>											k
55—Calgary.....	21.2	15.7	15.3	13.2	7.2	31.1	25.1	19.7	43.8	29.1	k 68.6
56—Drumheller.....	23.1	14.4	16.8	13.0	7.9	31.4	24.5	21.7	43.8	28.0	k 74.4
57—Edmonton.....	22.1	16.5	15.2	13.3	7.8	31.3	24.4	20.2	43.5	27.1	k 68.7
58—Lethbridge.....	20.9	.....	13.8	13.6	8.1	27.3	22.5	20.2	42.6	29.3	k 67.7
<b>British Columbia—</b>											k
59—Nanaimo.....	20.9	18.9	16.4	15.3	7.0	44.7	25.2	21.0	38.7	m 25.3	k 64.1
60—New Westminster.....	19.7	17.0	14.4	13.6	6.0	33.0	22.6	19.1	37.5	m 20.3	k 63.0
61—Prince Rupert.....	23.2	18.1	17.7	15.3	8.3	48.1	25.4	21.7	46.5	m 26.8	k 70.8
62—Trail.....	24.4	.....	18.7	15.9	7.7	32.0	25.6	20.7	39.9	m 31.3	k 71.0
63—Vancouver.....	19.6	16.7	14.1	13.5	6.4	38.6	23.9	18.6	38.4	m 19.7	k 62.2
64—Victoria.....	20.4	17.6	16.5	14.1	8.0	39.3	23.8	18.7	40.5	m 22.8	k 68.4



# COAL AND RENTALS BY CITIES, OCTOBER, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per 1 lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	<sup>s</sup> 27.5	39.0	29.7	11.6	11.9	101.9	54.3	25.50	.....	37.50-41.50
35—Owen Sound.....	27.0	35.6	29.4	12.1	12.0	103.6	54.6	25.00	.....	.....
36—Peterborough.....	.....	35.7	28.2	11.4	11.7	103.0	55.3	25.25	.....	.....
37—Port Arthur.....	27.0	42.5	31.4	12.7	13.1	99.1	51.3	26.00	.....	25.50-29.50
38—St. Catharines.....	.....	34.8	28.6	11.7	12.7	100.6	53.7	24.75	.....	33.50-37.50
39—St. Thomas.....	25.4	41.3	30.4	11.8	12.1	106.1	55.6	24.50	.....	.....
40—Sarnia.....	.....	39.6	29.5	11.8	11.8	101.6	55.4	24.25	.....	.....
41—Sault Ste. Marie.....	.....	37.6	29.9	12.0	11.3	100.5	55.1	24.00	.....	.....
42—Stratford.....	27.0	36.7	29.6	12.0	12.0	105.5	54.0	24.50	.....	.....
43—Sudbury.....	.....	37.4	32.0	12.1	12.4	99.7	54.7	26.50	.....	35.50-39.50
44—Timmins.....	26.3	40.4	31.8	12.5	13.0	103.4	54.1	29.00	.....	.....
45—Toronto.....	26.4	36.6	28.3	11.3	12.0	99.9	54.0	22.95	.....	41.00-45.00
46—Welland.....	24.6	34.5	28.6	11.6	12.2	95.7	54.4	24.00	.....	.....
47—Windsor.....	25.0	33.4	28.4	11.5	12.1	97.1	53.0	24.50	.....	31.00-35.00
48—Woodstock.....	.....	37.6	29.5	11.9	12.3	106.9	54.9	25.00	.....	.....
<b>Manitoba—</b>										
49—Brandon.....	31.8	42.4	33.2	13.8	14.4	102.2	52.2	.....	16.50	.....
50—Winnipeg.....	26.7	39.9	30.8	14.0	15.0	95.3	50.3	.....	18.00	33.00-37.00
<b>Saskatchewan—</b>										
51—Moose Jaw.....	.....	.....	35.0	13.1	13.8	96.3	50.5	.....	14.60	.....
52—Prince Albert.....	28.0	43.9	35.1	14.0	14.7	106.5	51.3	.....	15.50	.....
53—Regina.....	28.5	41.1	34.9	13.4	14.1	102.3	51.3	.....	16.00	32.00-36.00
54—Saskatoon.....	29.0	48.5	33.5	13.6	14.9	100.2	50.6	.....	14.90	25.00-29.00
<b>Alberta—</b>										
55—Calgary.....	28.3	39.0	33.5	12.8	13.6	98.6	50.3	.....	12.50	31.50-35.50
56—Drumheller.....	29.7	43.2	36.6	13.3	14.8	100.0	53.0	.....	.....	25.50-29.50
57—Edmonton.....	28.7	39.5	33.6	12.9	14.1	102.4	50.9	.....	8.20	29.50-33.50
58—Lethbridge.....	27.7	40.5	33.3	12.6	14.1	98.0	52.5	.....	8.60	.....
<b>British Columbia—</b>										
59—Nanaimo.....	.....	35.4	31.3	11.7	13.4	103.3	53.8	.....	.....	.....
60—New Westminster.....	26.0	35.4	30.6	11.0	12.5	98.3	51.5	.....	17.30	24.00-28.00
61—Prince Rupert.....	.....	39.7	34.0	12.6	13.1	103.2	53.1	.....	18.50	22.00-26.00
62—Trail.....	30.0	39.0	33.0	12.8	13.6	98.3	52.0	.....	16.75	.....
63—Vancouver.....	26.8	33.7	30.5	11.0	12.3	94.9	51.5	.....	17.55	29.50-33.50
64—Victoria.....	28.5	37.0	30.7	11.8	12.9	97.5	51.7	.....	18.65	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (d) Mixed—hock-off, and hock-on. (e) Mixed—Carton and loose. (f) Loose. (g) Estimate. (h) Fancy. (i) Mixed—California and Australia. (j) California. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—Choice and fancy. (t) Tin. (z) Mixed—with pectin and pure.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1950

(Base: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Oct. 1, 1949	Sept. 1, 1950	Oct. 2, 1950						
Halifax.....	155.0	160.3	159.3	212.7	117.5	132.6	194.0	158.3	123.5
Saint John.....	159.0	166.0	167.8	214.1	122.4	137.7	200.8	166.2	132.6
Montreal.....	165.4	174.7	175.1	230.6	135.4	137.4	175.8	177.4	131.1
Toronto.....	157.9	166.1	166.8	211.5	138.2	161.0	182.5	168.8	131.7
Winnipeg.....	156.2	164.3	165.4	221.1	130.0	123.2	177.3	174.0	127.6
Saskatoon.....	162.4	167.8	168.2	225.2	126.1	140.8	188.4	174.9	123.7
Edmonton.....	156.8	165.0	164.5	225.3	120.8	114.6	187.2	164.5	129.9
Vancouver.....	162.8	170.8	170.9	224.2	124.8	142.6	192.3	166.3	136.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: --August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Oct. 1945	Oct. 1946	Oct. 1948	Oct. 1949	Sept. 1950	Oct. 1950	Price Oct. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	163.8	259.1	255.2	331.4	323.5	90.0
Beef, round steak.....	lb.	125.7	167.9	178.1	286.1	284.4	368.3	360.3	85.9
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	186.1	285.7	285.7	360.0	354.9	83.0
Beef, blade roast, blade removed.....	lb.	132.7	162.3	169.2	301.3	303.1	394.8	390.5	64.3
Beef, stewing, boneless.....	lb.	136.7	168.3	173.5	331.7	339.7	444.6	442.4	61.6
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	295.9	311.8	366.2	369.1	63.2
Lamb, leg roast.....	lb.	109.9	153.9	157.7	235.9	242.3	300.8	283.3	80.9
Pork, fresh loins, center cut.....	lb.	125.3	143.5	163.3	245.4	246.8	255.6	245.2	66.0
Pork, fresh shoulder, hock off.....	lb.	127.0	142.9	164.3	268.3	268.3	301.2	289.9	54.0
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	142.2	162.7	233.3	235.5	223.5	221.1	82.3
Lard, pure, package.....	lb.	151.3	158.8	178.1	321.1	216.7	241.4	257.7	28.6
Shortening, package.....	lb.	134.7	137.5	141.0	286.1	222.9	229.9	239.0	34.3
Eggs, grade "A" Large, carton.....	doz.	156.4	173.7	178.9	228.7	234.5	206.9	220.9	68.0
Milk.....	qt.	111.0	95.4	139.4	159.6	164.2	166.1	172.5	18.8
Butter, creamery, prints.....	lb.	140.5	144.7	164.8	267.8	232.2	215.0	220.5	60.2
Cheese, plain mild, ½ lb.....	pkg.	174.6	164.9	169.7	226.0	226.7	225.2	226.7	30.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	150.8	165.1	176.1	177.6	11.3
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	152.0	156.7	182.6	185.6	12.3
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	160.9	163.0	165.2	169.6	15.6
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	152.8	238.7	189.6	171.6	176.4	18.5
Peas, 15 oz.....	tin	117.5	121.7	128.3	150.8	146.7	144.9	145.7	16.5
Corn, Cream, choice, 15 oz.....	tin	128.3	132.7	139.8	191.1	184.1	169.4	168.3	15.1
Beans, dry.....	lb.	129.4	133.3	139.2	294.1	262.7	240.9	245.0	12.1
Onions, cooking.....	lb.	108.2	128.6	138.8	128.6	159.2	161.3	141.2	7.0
Potatoes, No. 1 table.....	10 lbs.	89.9	148.5	134.1	143.6	153.7	148.6	133.2	29.3
Prunes, bulk or in bag.....	lb.	115.8	120.2	143.0	174.6	190.3	209.5	211.2	24.4
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	125.2	135.1	128.5	133.2	134.6	19.8
Oranges, California.....	doz.	132.5	156.0	153.2	119.1	124.6	142.2	149.9	41.1
Lemons.....	½ doz.	111.3	147.1	141.5	143.4	150.5	173.0	171.1	27.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	137.6	150.4	146.7	157.9	159.7	27.0
Peaches, 20 oz.....	tin	101.5	105.6	119.8	151.3	142.6	141.6	142.7	27.6
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	134.0	146.5	141.4	143.6	145.1	19.4
Corn Syrup, 2 lb.....	tin	138.0	157.7	175.8	190.4	177.5	181.6	183.4	31.2
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	188.6	191.7	12.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	191.8	196.5	12.5
Coffee, medium quality, in bag.....	lb.	141.6	131.7	133.4	185.2	195.3	289.7	298.5	102.9
Tea, black, ½ lb.....	pkg.	145.2	131.6	131.6	174.1	176.9	181.7	182.0	53.3

\* Descriptions and units of sale apply to October 1950 prices.

**TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS**

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1948	1949	Sept. 1949	July 1950	Aug. 1950	Sept. 1950
<b>All Commodities</b> .....	<b>64.0</b>	<b>127.4</b>	<b>155.9</b>	<b>97.3</b>	<b>95.6</b>	<b>67.1</b>	<b>75.4</b>	<b>90.0</b>	<b>103.6</b>	<b>153.4</b>	<b>157.0</b>	<b>155.4</b>	<b>166.9</b>	<b>168.5</b>	<b>173.6</b>
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	50.3	63.7	77.0	97.0	135.4	141.1	142.0	150.1	150.1	152.7
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	59.4	74.6	92.1	107.9	168.7	167.2	166.8	177.8	179.9	182.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	157.0	161.0	158.9	165.6	172.7	190.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.7	82.8	78.0	96.0	120.0	186.2	187.5	181.7	205.8	207.5	213.6
V. Iron and Its Products.....	68.9	156.0	188.4	104.6	93.7	85.4	98.5	111.3	117.1	159.2	172.1	171.8	182.5	182.5	184.5
VI. Non-Ferrous Metals and Their Products.....	68.4	141.9	135.7	107.3	99.2	64.3	71.3	77.7	79.8	149.6	144.0	135.3	159.1	162.8	176.5
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	133.5	136.5	133.2	140.7	140.8	143.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	120.1	123.6	120.6	118.6	122.3	128.6
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	140.8	143.9	143.2	149.0	152.2	157.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	152.3	154.4	154.8	163.0	164.1	166.0
Other Consumers' Goods.....	62.2	61.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	133.2	136.9	135.5	139.7	144.3	152.2
II. Producers' Goods.....	57.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	153.9	159.0	156.7	171.7	172.2	178.0
Producers' Equipment.....	58.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	155.7	161.0	156.7	165.1	165.1	167.2
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	90.5	67.6	81.1	98.7	153.7	158.7	156.7	172.4	173.0	179.2
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	195.7	201.5	197.6	224.2	227.0	237.1
Manufacturers'.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	146.6	151.5	149.8	163.6	163.8	169.4
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	156.2	160.6	159.0	175.3	175.1	177.8
II. All Manufactured (fully or chiefly)....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	140.3	142.3	141.8	146.3	149.9	155.7
Canadian Farm Products—															
Yield.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	133.0	125.7	124.0	126.4	105.7	104.6
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	177.6	182.7	183.7	200.8	202.6	206.5
<b>TOTAL</b> .....	<b>64.1</b>	<b>132.6</b>	<b>160.6</b>	<b>88.0</b>	<b>100.8</b>	<b>51.0</b>	<b>64.3</b>	<b>72.8</b>	<b>114.9</b>	<b>149.7</b>	<b>147.0</b>	<b>146.3</b>	<b>154.2</b>	<b>141.9</b>	<b>142.7</b>

The indexes for 1950 are subject to revision.



TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 = 1000	Dec. 1942 = 1000
	(a)	(b)		(g)	(h)			(k)	(c)			(d)	(e)
1913.....	79.1	70.7		100					100		81.4		638
1914.....	79.1	71.8		100							85.5		676
1915.....	80.7	72.5		123							90.8		724
1916.....	87.0	77.9		146							96.6		786
1917.....	102.4	91.6		176							106.4		880
1918.....	115.6	107.5		203					204		117.7		912
1919.....	126.5	123.8		215					222		145.8		1,019
1920.....	145.4	143.0		249					224		132.0		1,034
1921.....	129.9	127.7		226					200		110.1		932
1922.....	120.4	119.7		183	185				162	125	106.3		1,010
1923.....	121.8	126.4		172	176				161	118	106.6		1,004
1924.....	121.7	122.5		164	171				131	99	93.2		795
1925.....	94.4	92.4		140	151							1,150	
1926.....	101.5	99.4		158	178								990
1927.....	105.6	100.2	100.0	184	205	108		107.5	138	103	99.9	1,029	1,035
1928.....	111.7	105.2	100.7	199	226	120		122.5	151	113	103.4	1,051	1,035
1929.....	118.9	125.5	104.4	201	295	150		141.7	274	138	108.2	1,051	1,073
1930.....	119.5	128.4	109.1	205	285	150		158.2	209	279	128.8	1,270	1,003
1931.....	119.5	123.6	213.5	203	295	303		157.5	208	293	132.2	1,270	1,004
1932.....	123.6	139.3	266.7	203	291	345		160.3	209	287	134.1	1,278	1,008
1933.....	125.5	150.2	300.3	203	291	645	4.57.5	162.1	217	281	139.7	1,309	1,039
1934.....	135.0	171.2	318.9	208	99	1,030	1.632	172.4	224	281	147.8	1,392	1,105
1935.....	169.1	169.1	336.0	111		1,818	4.847	175.9	222	282	153.2	1,506	1,009
1936.....	167.5	167.5	348.3	113		1,920	4.753	175.3	220	282	154.2	1,653	1,018
1937.....	166.5	166.5	347.0	113		1,910	4.747	176.8	(o) 158.9	282	154.8		
1938.....	163.7	167.0	345.5	113	100	1,920	4.682	176.0	158.3	284	155.5		
1939.....	164.0	167.3	347.0	114		1,906	4.752	176.2	158.1	287	156.4		
1940.....	164.0	168.6	350.5	114		1,922	4.780	176.2	157.5	288	157.2		
1941.....	165.4	170.2	354.2	114	102	1,906	4.833	176.4	158.2	290	159.2		
1942.....	165.4	172.5	354.2	114		1,845	4.824	177.1	158.4	290	161.0		1,052
1943.....	167.5	172.5		114		1,825			158.4	292			
1944.....	168.5	173.0		113		1,925			159.4	295			
1945.....	169.8	173.8				2,007							
1946.....	170.7												
1947.....													
1948.....													
1949.....													
1950.....													

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914 = 100. (m) Average June-December. (n) New index, base 1st quarter of 1949 = 1000. (o) New series, August 1939 = 100, beginning January, 1950.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1949-1950†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1950*</b>						
January.....	9‡	9	2,456‡	2,456	39,488	0-05
February.....	10	15	2,881	3,764	26,300	0-03
March.....	13	21	4,604	5,659	25,118	0-03
April.....	10	20	1,735	2,585	14,640	0-02
May.....	14	23	2,905	3,488	23,874	0-03
June.....	17	27	1,678	2,781	30,152	0-04
July.....	18	32	4,930	6,379	50,750	0-06
August.....	8	19	127,933	129,787	1,053,000	1-26
September.....	11	20	13,125	15,902	38,376	0-05
October.....	13	20	11,933	12,557	29,973	0-04
Cumulative totals.....	123		174,180		1,331,671	0-16
<b>1949</b>						
January.....	10‡	10	1,811‡	1,811	9,710	0-01
February.....	7	10	6,721	7,245	71,652	0-09
March.....	9	11	1,951	6,601	136,317	0-16
April.....	9	18	2,097	7,851	138,931	0-17
May.....	15	23	4,028	10,532	173,925	0-21
June.....	16	28	4,290	11,511	141,197	0-17
July.....	12	20	7,717	12,592	58,005	0-07
August.....	14	20	3,390	4,574	36,276	0-04
September.....	13	25	6,515	8,588	67,933	0-08
October.....	14	22	10,769	16,433	69,992	0-08
Cumulative totals.....	119		49,289		903,938	0-11

\* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten or more days time loss is caused but a separate record of such strikes is maintained in the department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1950 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1950				
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	104	1,750	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; partial return of workers; untermiated.
<i>Metal Products—</i> Brass products factory workers, Galt, Ont.	1	30	270	Commenced June 15; for a new agreement providing for increased wages, Rand formula for union dues, payment for statutory holidays, extension of vacations with pay, following reference to conciliation board; terminated October 13; return of workers; in favour of employer.
Laundry machinery factory workers, Toronto, Ont.	1	20	200	Commenced June 16; for a new agreement providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board; employment conditions no longer affected by the end of October; indefinite.
Aluminum foundry workers, Etobicoke, Ont.	1	200	2,800	Commenced June 29; for a new agreement providing for increased wages and Rand formula for union dues; terminated October 20; conciliation, provincial; compromise.
Wire rope and cable factory workers, Lachine, P.Q.	2	164	3,400	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with the same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; untermiated.
Metal factory workers, Fort Erie, Ont.	1	87	1,825	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; untermiated.
TRADE— Grocery warehousemen and truck drivers, Sault Ste. Marie, Ont.	1	19	105	Commenced September 26; for a union agreement providing for increased wages and reduced hours; terminated October 7; return of workers pending reference to conciliation board; indefinite.
Strikes and Lockouts Commencing during October, 1950				
LOGGING — Pulpwood cutters, St. Fereol, P.Q.	1	130	520	Commenced October 25; protest against reduction of 50 cents per cord, piece work rates; terminated October 28; conciliation, provincial; in favour of workers.
MINING— Coal miners, Lethbridge, Alta.	1	300	1,100	Commenced October 23; protest by contract miners against pushing cars to coal face; terminated October 31; return of workers pending further negotiations; indefinite.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1950 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts Commencing during October, 1950				
MANUFACTURING— <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Vancouver, B.C.	1	98	25	Commenced October 31; for a new agreement providing for increased wages, following reference to conciliation board and arbitration; untermiated.
<i>Textiles, Clothing, etc.—</i> Weavers and spinners, Grand'Mere, P.Q.	1	56	1,400	Commenced October 2; inter-union dispute re bargaining agency; untermiated.
<i>Metal Products—</i> Motor vehicle factory work- ers, Windsor, Ont.	3	8,632	3,200	Commenced October 2; protesting alleged delay in negotiations for increased wages; terminated October 3; return of workers; in favour of employer.
Electrical apparatus factory workers, Toronto, Ont.	1	63	1,200	Commenced October 5; demand for increased wages by a union other than the present certified bargaining agency; untermiated.
Automotive parts foundry workers, Sarnia, Ont.	2	394	1,970	Commenced October 6; for payment for time required to replace damaged cores; terminated October 15; return of workers pending reference to conciliation board; indefinite.
Small arms factory work- ers, Long Branch, Ont.	1	165	330	Commenced October 16; for union recognition and agreement providing for increased wages; terminated October 17; return of workers in favour of employer.
Truck and trailer body factory workers, Brantford, Ont.	1	350	260	Commenced October 18; protest against proposed suspension of two workers for cause; terminated October 18; negotiations; compromise, one worker suspended for two days.
Steel products factory work- ers, Montreal, P.Q.	1	1,000	1,000	Commenced October 31; for a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay, etc., following reference to conciliation and arbitration boards; untermiated.
<i>Shipbuilding—</i> Shipyard workers, Vancouver, B.C.	2	507	4,800	Commenced October 18; for new agreements providing for increased wages, payment for nine statutory holidays, double time for Saturdays and extension of vacation plan, following reference to conciliation boards; untermiated.
TRADE— Brewery warehouse workers, Windsor, Ont.	1	<sup>(3)</sup> 36	18	Commenced October 21; misunderstanding over transfer of six workers; terminated October 21; negotiations; compromise, transfers to be on a progressive basis.
SERVICE— <i>Business and Personal—</i> Cleaners and dyers, Toronto, Ont.	1	202	3,800	Commenced October 4; for a new agreement providing for increased wages, Rand formula for union dues, adjustment of overtime rates, and payment for seven statutory holidays, following reference to conciliation board; untermiated.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 15 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1950, BY GROUPS OF INDUSTRIES AND CAUSES**

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Communications and Storage	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.).....	1				4				1				6
Working Machines.....					1	1		1					3
Hoisting Apparatus (elevators, conveyors, etc.).....					4	1		1	2		2		10
Dangerous substances (steam, electricity, flames, explosives, etc.).....			1	2	7	7	13	1	3		8		42
Falling against or being struck by objects.....	1	2		2	1	1	1						8
Falling objects.....		5		6	5	3	2	2			1		24
Handling of objects.....		1			1	1	1		1				5
Tools.....													
Moving Trains, vehicles, watercraft, etc.....	5	10	8	1	8	9	2	30	6		17		96
Animals.....	4	1											5
Falls of persons.....	2	4	1	2	10	24	1	5	1		7		57
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	2		6	6	6		6			4		32
Total, Third Quarter-1950	15 <sup>(1)</sup>	25	10	19	47	53	20	46	14		39		288
Total, Third Quarter-1949	50	34	10	52	60	58	22	81	12	1	35	2	417

(1) These figures are compiled solely from press reports. During the third quarter of 1950 a smaller number of newspapers were available in the Department than in previous periods.

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1950**

Industry	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....						10	1	2	1	1		(1) 15
Logging.....			1		5	2			1	16		25
Fishing and Trapping.....	1		5							4		10
Mining and Quarrying.....			2	1		2	1		5	8		19
Manufacturing.....			2	1	11	25	1	1		6		47
Construction.....			4		12	23	2		5	7		53
Electricity, Gas and Water Production and Supply.....				1	4	13		1	1			20
Transportation, Communications and Storage.....	1				10	15	2	2	3	12	1	46
Trade.....					2	7	2	1	2			14
Finance.....												
Service.....			1	2	8	15	4	1	4	4		39
Unclassified.....												
Total.....	2		16	4	52	112	13	8	22	58	1	288

(1) See Table H-1, footnote (1).



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